

# REVIEW & ANALYSIS

2023

*Review and Analysis of the state of Transitioning Soldiers*

*Joseph Prestigiacomo, SR TCAT Analyst*

*Final as of 08 Apr 2024*



U.S. ARMY



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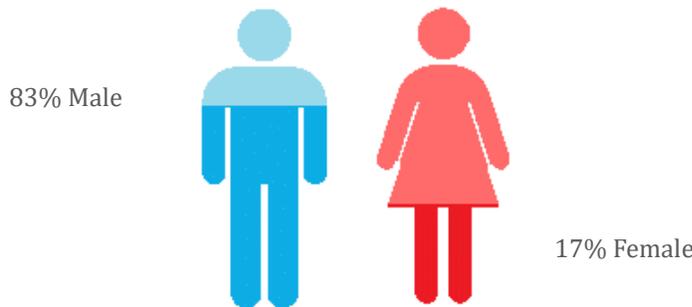
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# INCOMING ENLISTED SOLDIERS

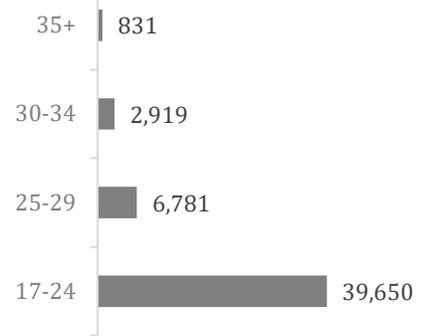
## Incoming Enlisted Soldiers

On average, 61,000 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 FY23 50,181 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.

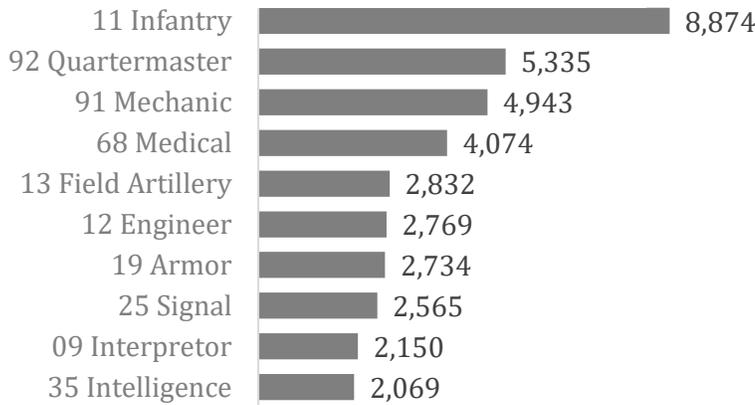
### GENDER



### AGE



### TOP 10 MOS SERIES

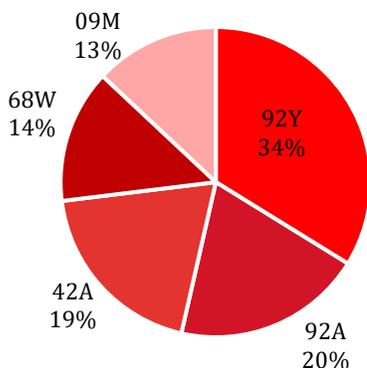


### TOP 10 RECRUITMENT STATES

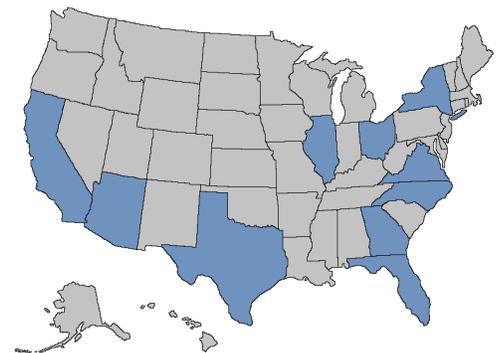
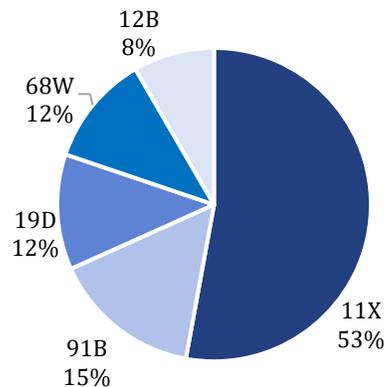
The U.S. Army recruited over **14%** of its Soldiers from Texas; when combined with California, the two states made up **24%** of all enlistments for FY23. Overall, the top ten states for recruitment were Texas, California, Florida, Georgia, North Carolina, New York, Ohio, Virginia, Illinois, and Arizona.

The top ten recruiting states account for **64%** of all recruits for FY23. The Army recruited **12% more** in FY23 than in FY22.

### TOP 5 MOS | FEMALE



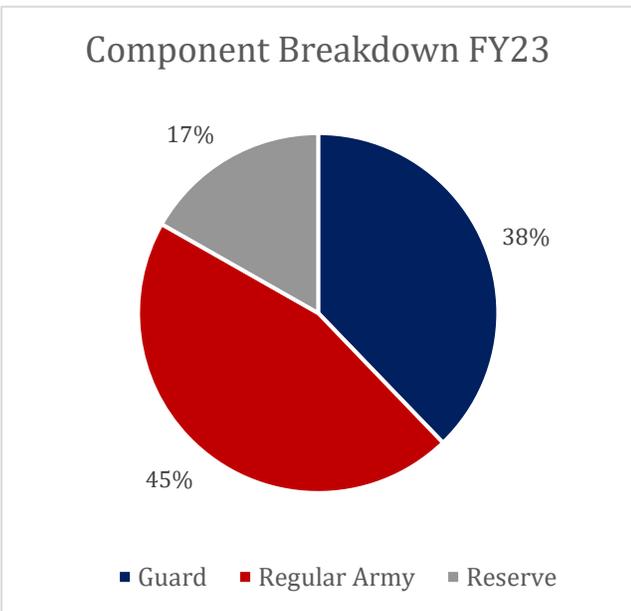
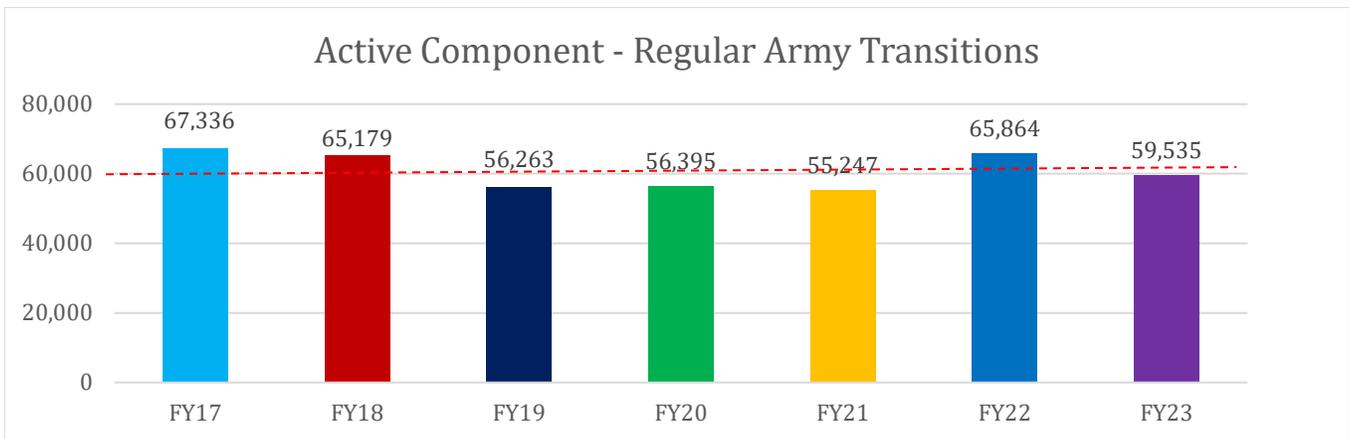
### TOP 5 MOS | MALE



# TRANSITIONED SOLDIERS

## Transitioned Soldiers

During the last seven years, the Army has transitioned on average **61,000** Soldiers (Enlisted and Officers) annually\*. The red dashed line represents the transitional average from the past seven Fiscal Years (60,831). This fiscal year (FY23), a total of **59,535** honorable/general, Regular Army\* Soldiers left Active Component.



### Top 5 Transitioned MOSs FY23 | Regular Army

- 11 - Infantry - 10,576
- 92 - Quartermaster - 4,982
- 25 - Signal Corps - 4,442
- 91 - Field Mechanical Maintenance - 4,377
- 68 - Enlisted Medical - 3,937

### Top 5 Installations of Transitioned Soldiers FY23 | Regular Army

- Fort Liberty - 6,045
- Fort Cavazos - 5,584
- Fort Carson - 4,506
- JBLM - 4,274
- Fort Campbell - 4,211

### Top 5 States Soldiers transitioned to:

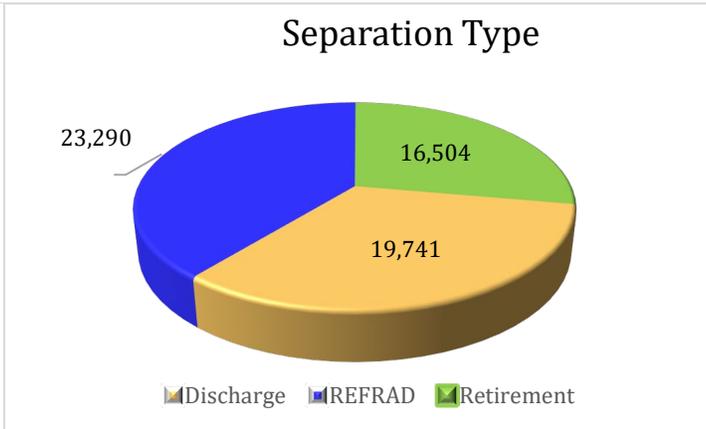
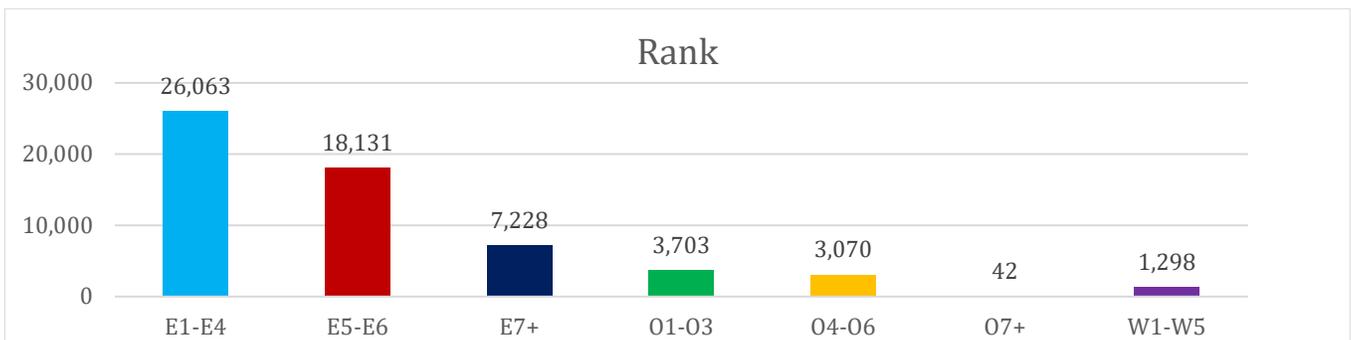


\*Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".  
 \*Regular Army is all non-Guard or Reserve

# TRANSITIONED SOLDIER DATA

## Transitioned Soldier Data

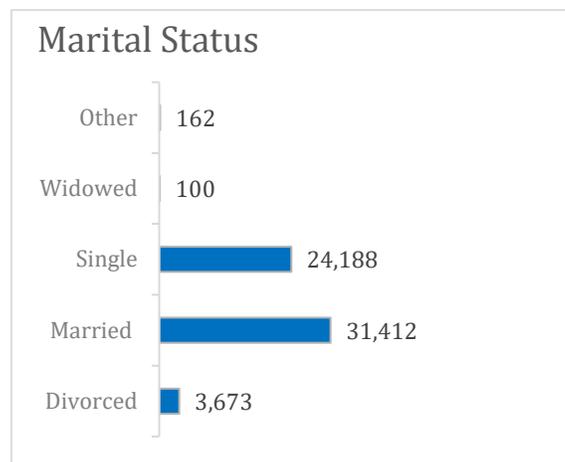
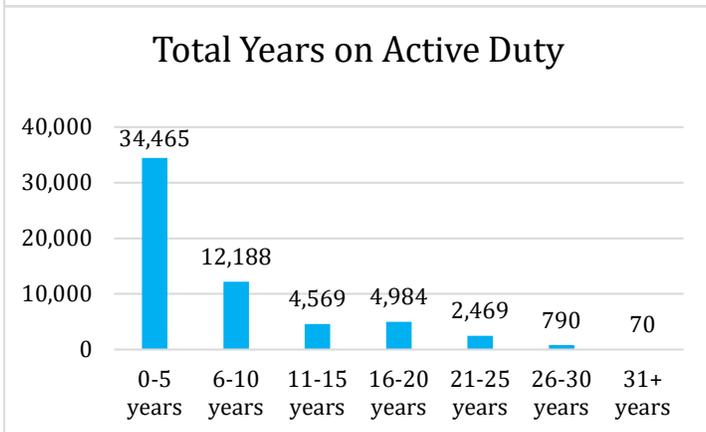
The information displayed on this page represents some of the key demographics or speaking points of transitioned Soldiers. All graphs and charts are Active Component only. Separation Type shows the three main categories of separation: **Discharge**: A separation type used when a Soldier holds no further obligation to the United States Army. **Release From Active Duty (REFRAD)**: A Soldier will receive a REFRAD separation type if the soldier still has an additional obligation to fulfill to include National Guard, Reserve, and IRR terms. **Retirement**: All Soldiers who receive a Retirement separation have met all requirements to retire. These Soldiers will receive an Honorable or General (Under Honorable Conditions) discharge. Total Years is calculated by converting the number of days on Active Duty to years.



### Marital Status

Marital status (and other portions of data) is collected from eMILPO. This system is updated by the Soldier; therefore, is only as accurate as the Soldier updates their information.

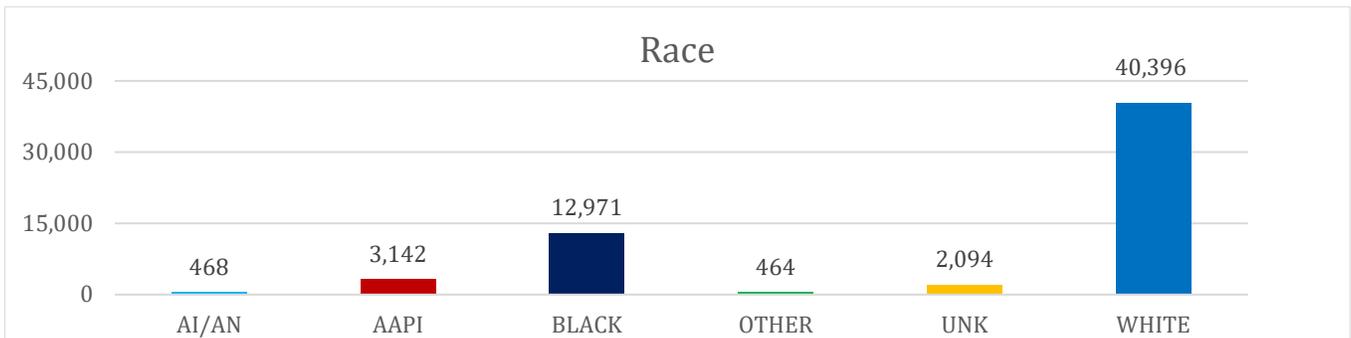
The "Other" Category includes the following marital statuses: Annulled, Legally Separated, Unknown, and Soldiers who had blank responses.



# TRANSITIONED SOLDIER DATA, CONT.

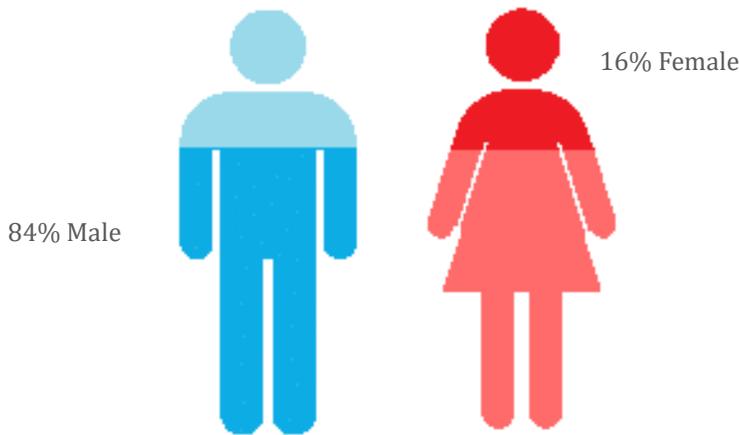
## Transitioned Soldier Data, Cont.

The information displayed on this page represents some of the key demographics or speaking points of transitioned Soldiers. All graphs and charts are Active Component only. The chart breaking down race consists of the following race groups: American Indian or Alaska Native (AI/AN), Asian/Pacific Islander (AAPI), Black, Other, White, and Unknown/Blank (UNK). This data is collected from eMILPO and will reflect how the Soldier wishes to be identified. Gender is broken into Male and Female (all blank or unknown responses are not counted into calculations). Lastly, on this page we will examine age.



### Gender

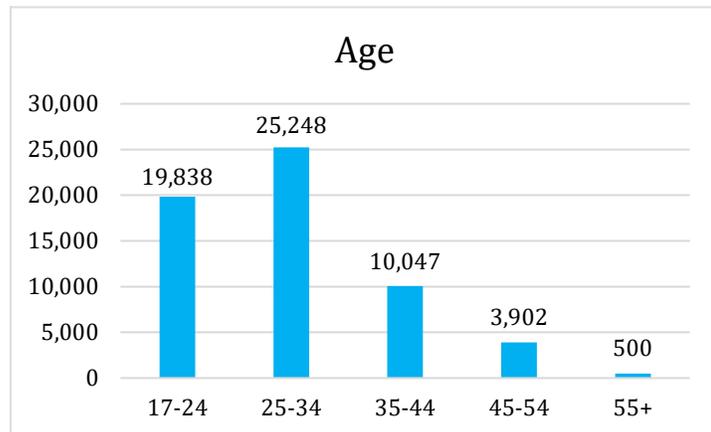
During FY23, the Active component had 49,789 male Soldiers, and 9,730 female Soldiers transition from Active Service.



### Age

Age is broken into categories that mirror the Census Bureau with the exception of 17-year old's. 17-year old's may enlist and receive a DD214. Our reports include those Soldiers in this age bracket.

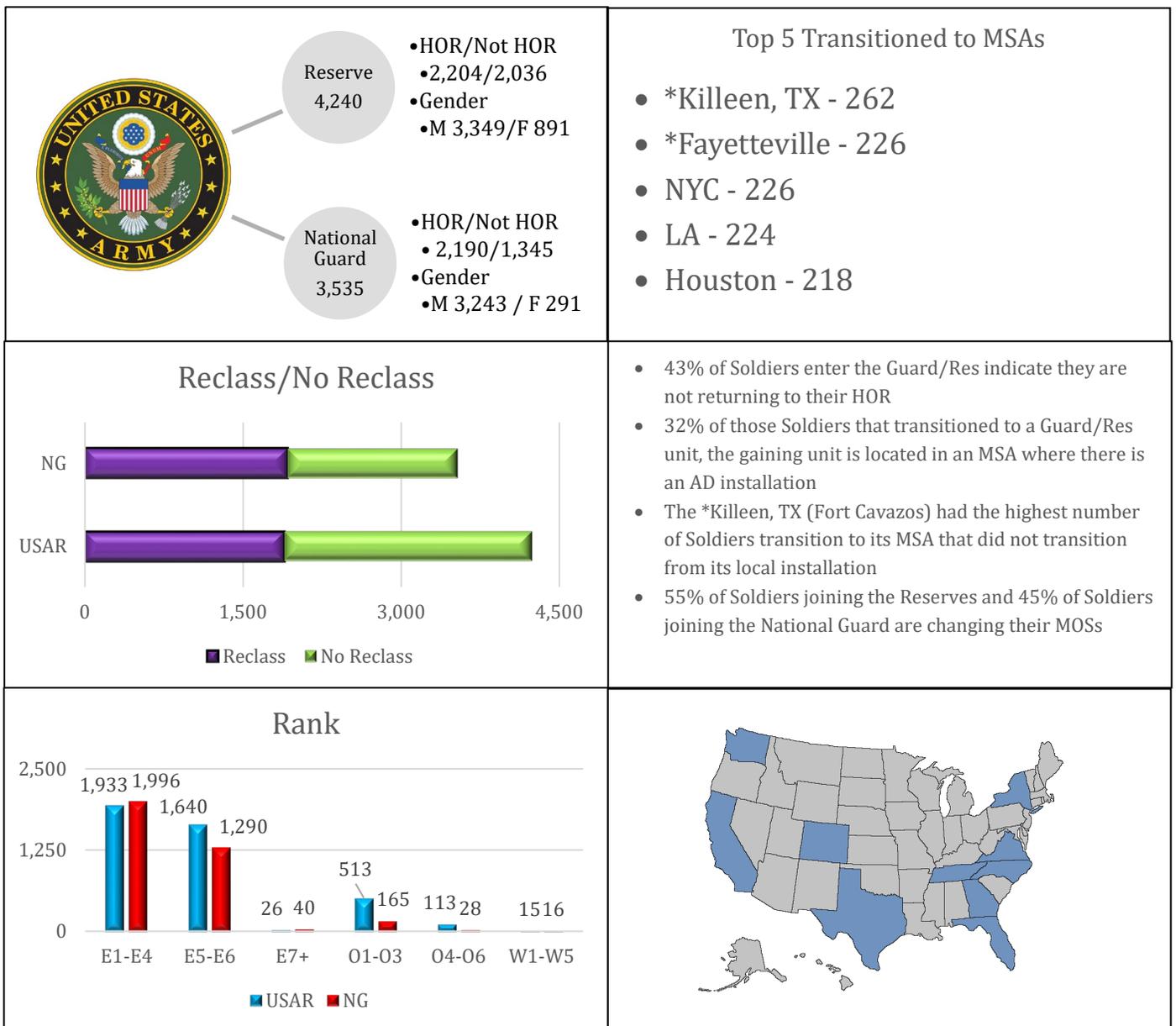
Age is not a collected data point from a DD214, therefore, we calculate age based off the Soldiers birthday and the reported separation date.



# ACTIVE DUTY TO GUARD-RESERVE

## Active Duty To Guard-Reserve

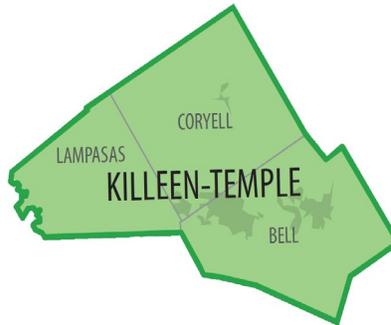
During FY23, 7,775 Soldiers serving in the Active Component transitioned into a role within the Army National Guard or the Army Reserve. This number accounts for roughly 14% of the total number of Soldiers serving in the Active Component. **This number isn't referencing those Soldiers from the Guard/Reserve who entered Active-Duty status and then transitioned back into their Guard/Reserve duties; these Soldier have never served in the Guard/Reserve before their transitions.** Below are visual representations of that data. Any location labeled with an \* indicates an Active-Duty installation present in the MSA.



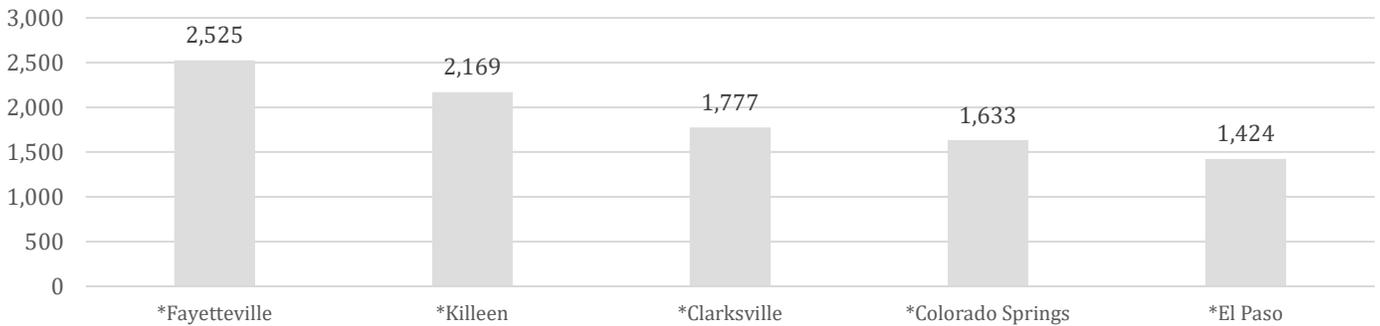
# SOLDIER MSA RELOCATION

## 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 (MSAs) that Soldiers relocated throughout FY23. This population of Soldiers include those returning to their Home of Records (HOR), and not returning to their HOR. MSAs names in the chart containing installation will contain the name of that installation preceded by and asterisk.



Relocation to MSAs



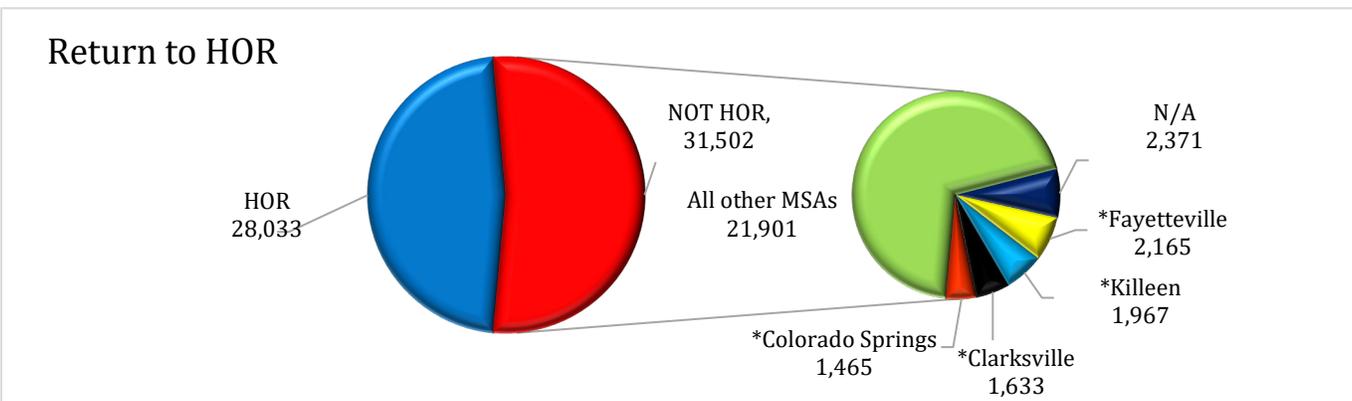
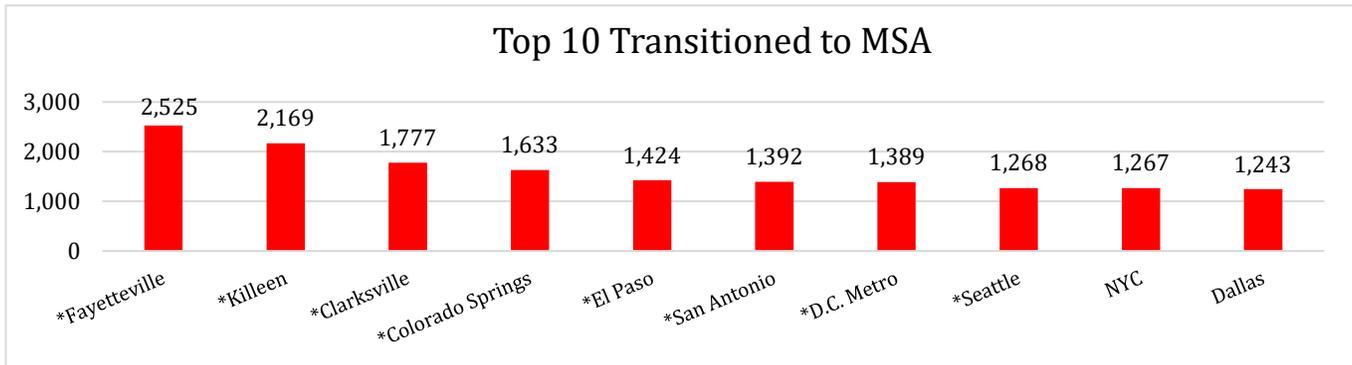
# TRANSITIONED SOLDIERS RELOCATION

## Transitioned Soldiers Relocation

The adjacent table is a breakdown of the top five installations by number of transitioning Service Members (SMs) and the corresponding percentages for how many of these SMs return to their Home of Record (HOR), how many SMs intend on remaining within or near their last duty station (within the borders of the Metropolitan Statistical Area or MSA). Finally, it will show how many SMs will relocate to a different location upon their separation. **NOTE: Totals may not add up to 100 due to rounding.**

	HOR %	STAYING MSA %	OTHER %
<b>Fort Liberty</b>	<b>6,045</b>	<b>44%</b>	<b>31%</b>
<b>Fort Cavazos</b>	<b>5,584</b>	<b>47%</b>	<b>29%</b>
<b>Fort Carson</b>	<b>4,506</b>	<b>51%</b>	<b>26%</b>
<b>JBLM</b>	<b>4,274</b>	<b>45%</b>	<b>20%</b>
<b>Fort Campbell</b>	<b>4,211</b>	<b>45%</b>	<b>33%</b>

Of the total transitioning force last fiscal year, approximately **46%** of Soldiers who transitioned in FY23 indicated that they are returning to their HOR. A comparable small percent, **25%**, of Soldiers who transitioned stayed within the MSA of their last duty station. Lastly, **29%** of all transitioning Soldiers indicated that they were not returning to their pre-established HOR or staying within the borders of their last duty station MSA.

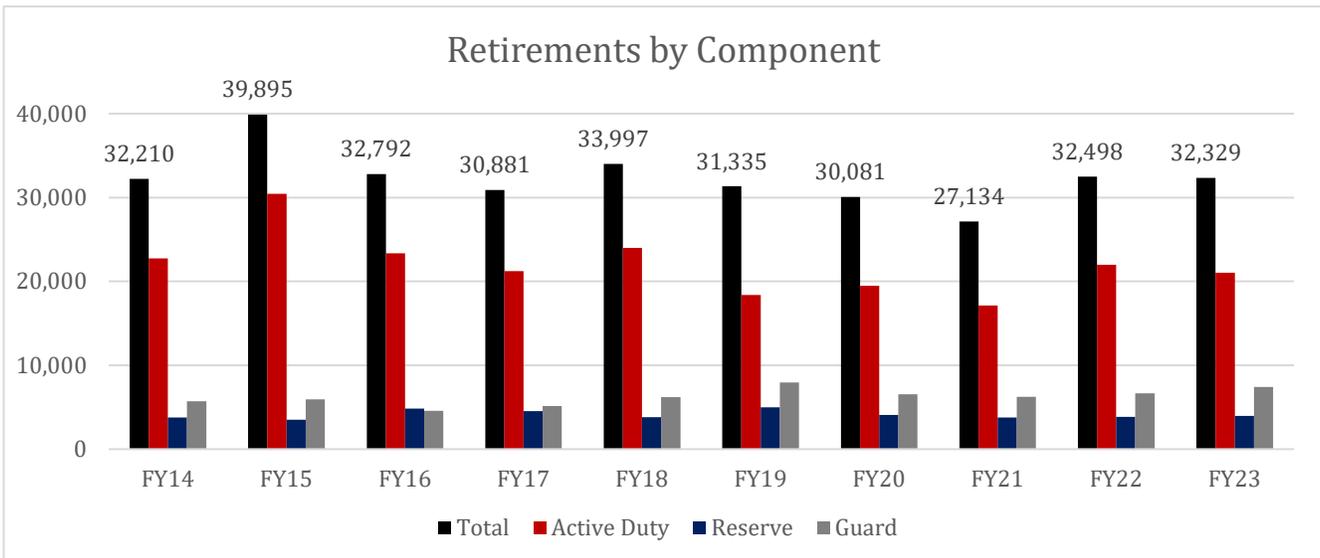
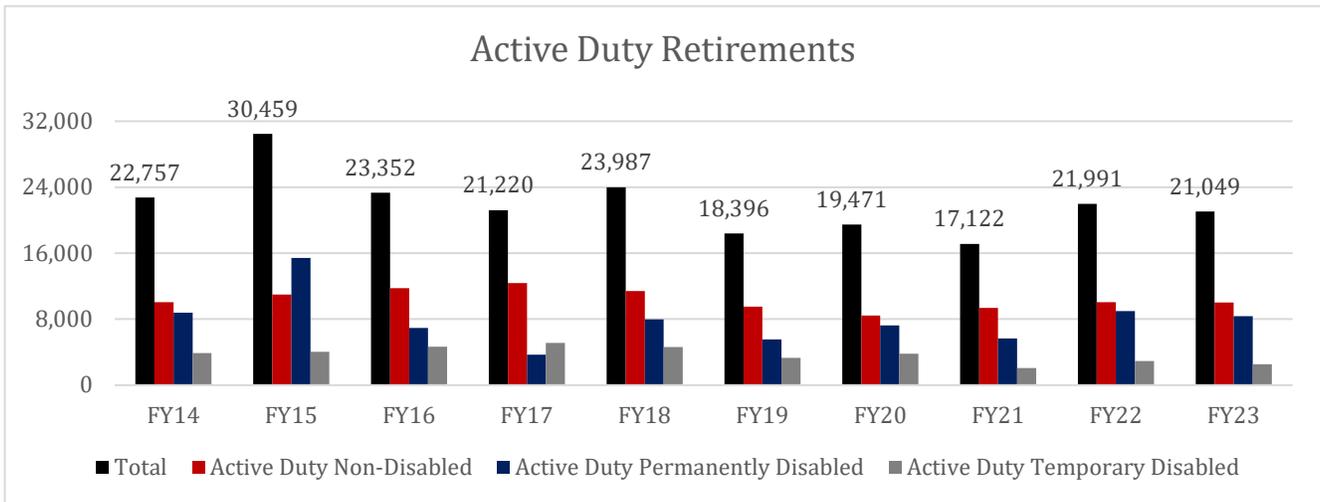


\*Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".  
 \*Regular Army is all non-Guard or Reserve; Any location with an \* indicates an Active Duty Installation

# RETIRED SOLDIERS OVERVIEW

## Retired Soldiers Overview

Since FY14 on average, 32K Soldiers retire from the United States Army per year, including Active Component, National Guard, and Reserve. During FY23, a total of 32,329 Soldiers retired from across the Army. 20,942 retired from Active Component, 3,965 Army Reserves, and 7,422 National Guardsmen. This figure accounts for roughly **28%** of the transitioning force. These numbers include all categories of retirement.



# RETIRED SOLDIERS FY23

## Retired Soldiers FY23

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 - 22	1,131	716	197	2,044	333	669	3,046
November - 22	937	693	218	1,848	349	594	2,791
December - 22	665	641	207	1,513	364	591	2,468
January - 23	633	630	203	1,466	339	653	2,458
February - 23	799	472	119	1,390	337	547	2,274
March - 23	765	590	180	1,535	340	639	2,514
April - 23	659	662	212	1,533	322	589	2,444
May - 23	659	1,021	249	1,929	294	620	2,843
June - 23	860	723	232	1,815	284	627	2,726
July - 23	977	884	304	2,165	323	619	3,107
August - 22	1,002	660	214	1,876	339	601	2,816
September - 22	945	679	204	1,828	341	673	2,842
<b>SUM TOTALS</b>	<b>10,032</b>	<b>8,371</b>	<b>2,539</b>	<b>20,942</b>	<b>3,965</b>	<b>7,422</b>	<b>32,329</b>

*Note: Data provided by Soldier for Life Retirement Services Office 04 March 2024*

# 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

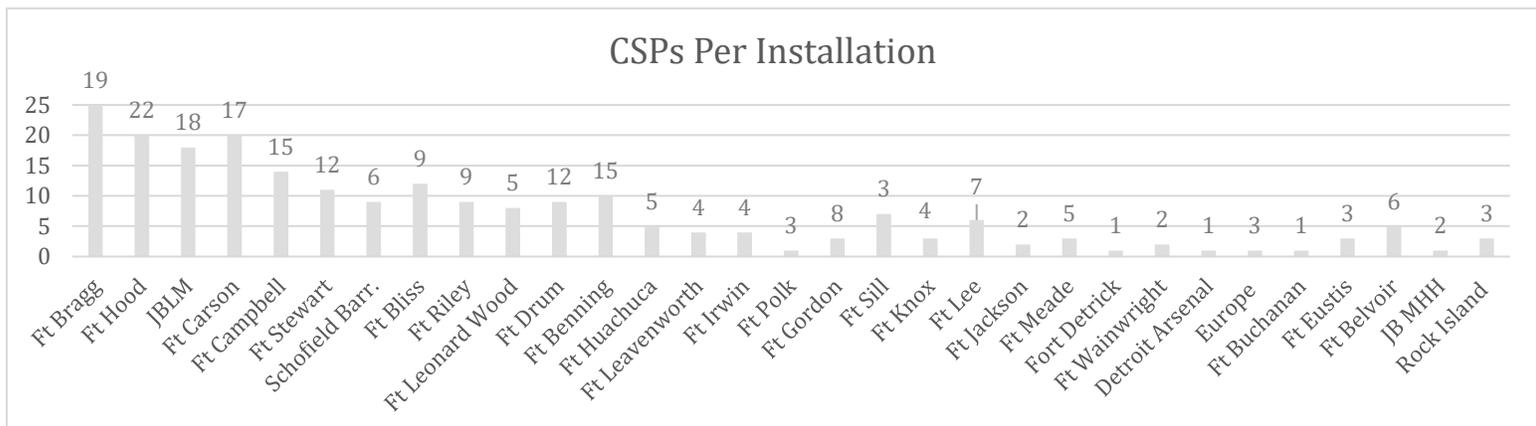
- To date over 49,965 Soldiers have completed a CSP program
- Currently there is a 97% hiring rate once a Soldier completes a program.
- Currently there are over 226 programs at 31 separate installations.

*\*Statistics are current as of 6 OCT 2023*

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

### CAREER SKILLS PROGRAM OVERVIEW

- Six Regional CSP Coordinators located at (1) Ft. Campbell and (5) HQ IMCOM
- Since implementation of the policy, over 7,013 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.



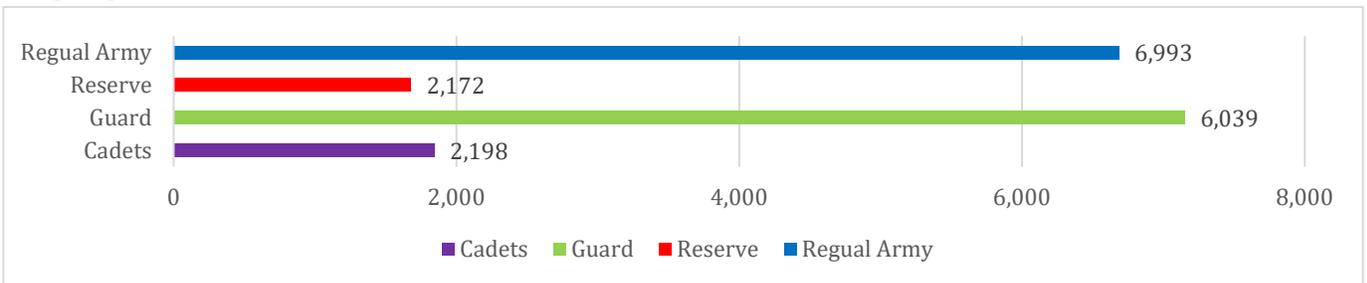
# ARMY PARTNERSHIP FOR YOUR SUCCESS

## Army Partnership for Your Success

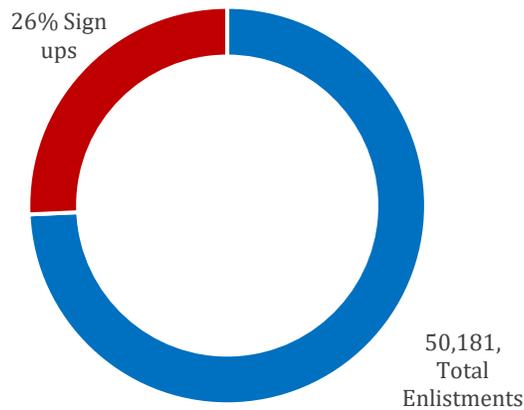
### OVERVIEW

The Partnership for Your 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 their service. For more information, visit us at [www.armypays.com](http://www.armypays.com).

### FY23 Sign-up Statistics for Soldiers and Cadets



### Army PaYS Sign-ups



### Interviews and Hires

In FY23, the PaYS program reported 407 interviews and 248 hires for Regular Army transitioning Soldiers.

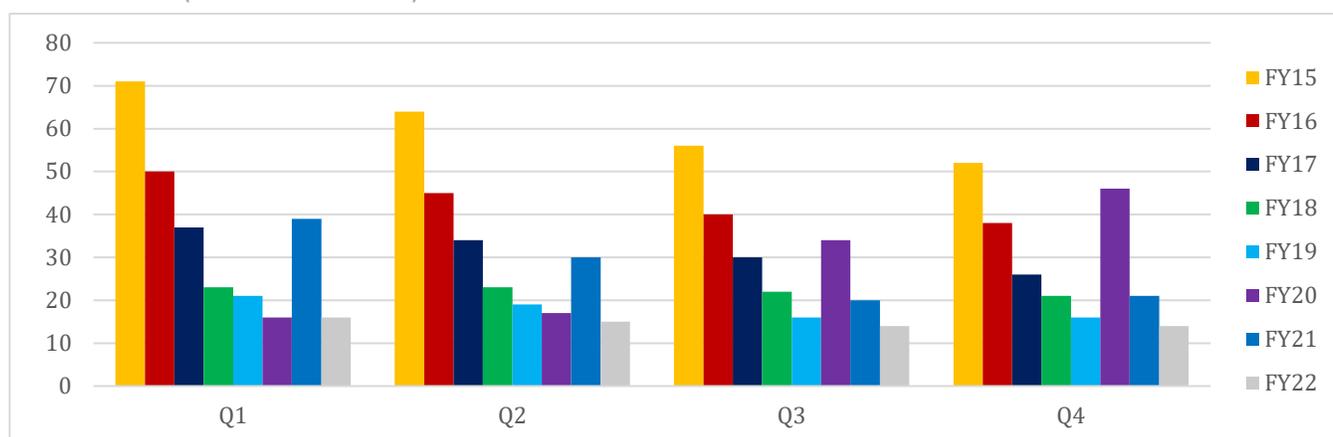
# UNEMPLOYMENT COMPENSATION FOR THE ARMY

## 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 FY23 <sup>A</sup>	STATE UNEMPLOYMENT RATE <sup>B</sup>	STATE UNEMPLOYMENT RANKING <sup>B</sup>	STATE RANKING FOR TRANSITIONING SOLDIERS <sup>C</sup>
TEXAS	\$15,430,065	3.9	33	1
CALIFORNIA	\$5,836,829	5.3	51	5
WASHINGTON	\$4,812,991	4.7	45	9
NEW YORK	\$3,483,416	4.4	42	10
COLORADO	\$3,163,439	3.5	27	8

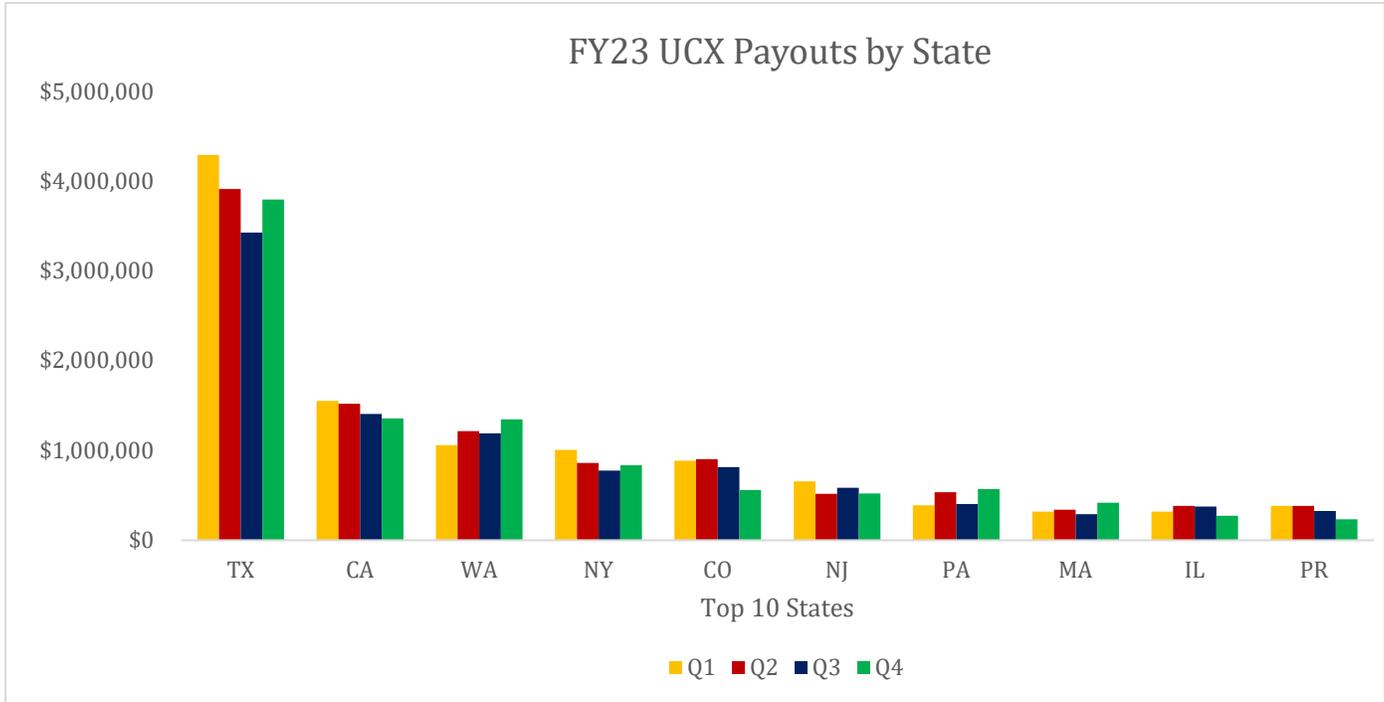
Note: UCX = Unemployment Compensation for Ex-Servicemembers

- A. U.S. Department of Labor Employment and Training Administration, *Total Unemployment Compensation Benefits Paid to Claimants*
- B. Bureau of Labor Statistics (December 2024), *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 FY23. 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 **\$40.1M**, representing approximately **75%** of all UCX payouts.

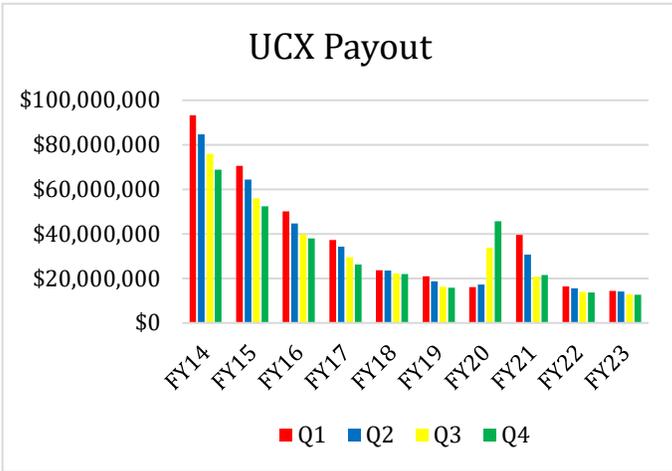


STATE	Q1	Q2	Q3	Q4	TOTAL
<b>TX</b>	\$4,290,562	\$3,913,727	\$3,428,509	\$3,797,267	\$15,430,065
<b>CA</b>	\$1,552,392	\$1,519,483	\$1,406,685	\$1,358,269	\$5,836,829
<b>WA</b>	\$1,059,384	\$1,216,077	\$1,190,616	\$1,346,914	\$4,812,991
<b>NY</b>	\$1,008,055	\$861,189	\$776,112	\$838,060	\$3,483,416
<b>CO</b>	\$886,867	\$902,077	\$816,351	\$558,143	\$3,163,438
<b>NJ</b>	\$655,838	\$518,851	\$583,367	\$522,298	\$2,280,354
<b>PA</b>	\$389,152	\$536,491	\$405,701	\$570,751	\$1,902,095
<b>MA</b>	\$318,758	\$341,805	\$290,268	\$419,202	\$1,370,033
<b>IL</b>	\$318,644	\$383,153	\$377,256	\$272,502	\$1,351,556
<b>PR</b>	\$381,064	\$381,278	\$327,592	\$232,112	\$1,322,045
				<b>Total</b>	<b>\$40,952,822</b>

# FY23 UCX DATA

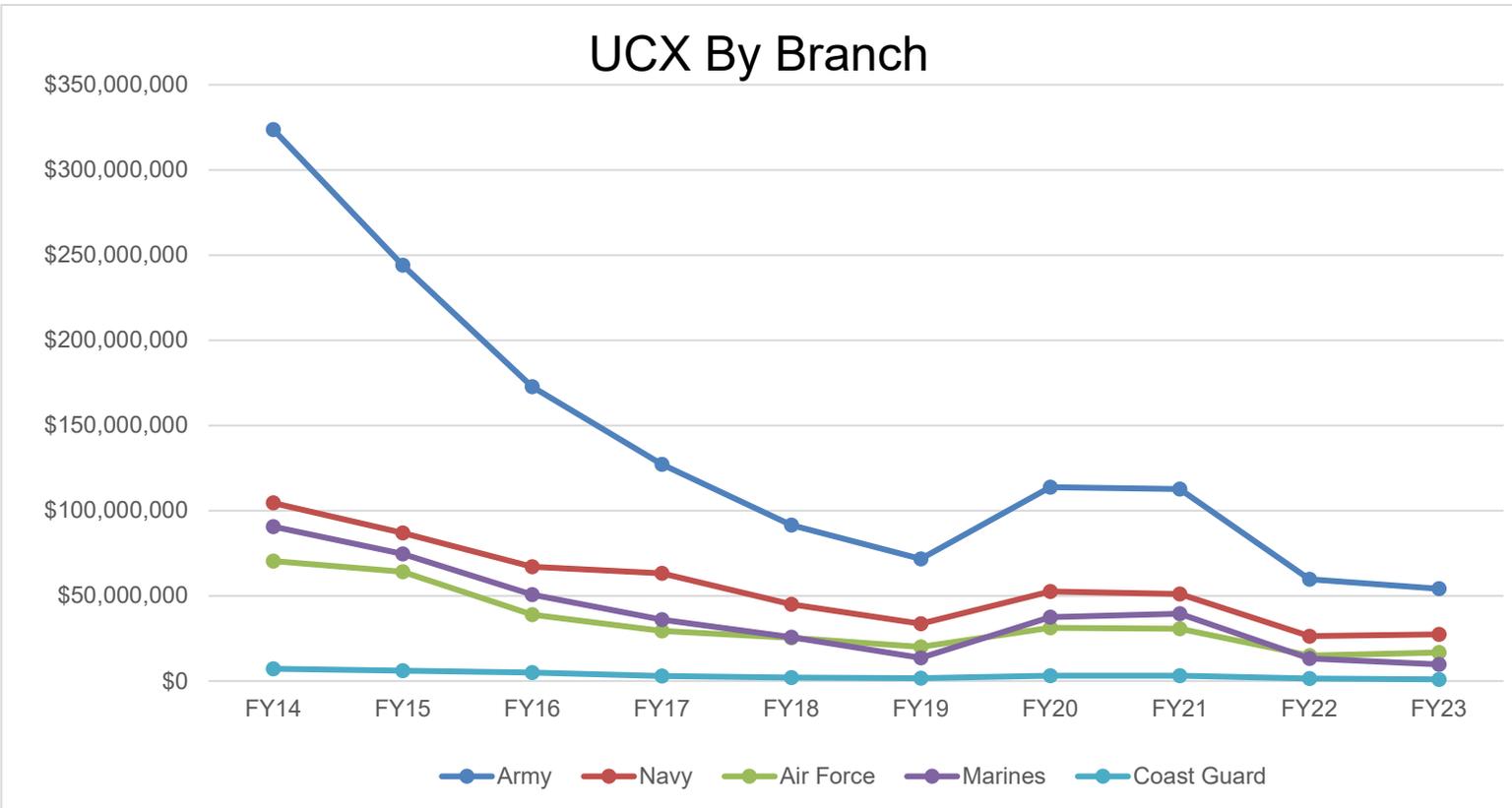
## FY23 UCX Data

Despite the climb in UCX payments at the end of FY20, and higher than normal first two quarters of FY21, UCX payments have begun to lessen mirroring the pre-pandemic payments. From FY20 to FY21 there was a \$1M difference making the total UCX payments in FY21 \$112M.



	Q1	Q2	Q3	Q4
<b>FY14</b>	\$93,317,188	\$84,651,626	\$75,946,450	\$68,797,205
<b>FY15</b>	\$70,551,100	\$64,413,018	\$5,600,585	\$52,391,399
<b>FY16</b>	\$50,179,180	\$44,691,318	\$39,860,299	\$38,031,413
<b>FY17</b>	\$37,183,552	\$34,317,307	\$29,547,583	\$26,186,582
<b>FY18</b>	\$23,711,502	\$23,545,149	\$22,274,931	\$21,998,813
<b>FY19</b>	\$21,024,598	\$18,647,608	\$16,197,046	\$15,819,904
<b>FY20</b>	\$16,118,167	\$17,249,532	\$33,866,162	\$45,665,806
<b>FY21</b>	\$39,578,506	\$30,686,896	\$20,842,621	\$21,560,200
<b>FY22</b>	\$16,453,070	\$15,577,672	\$13,939,321	\$13,681,044
<b>FY23</b>	\$14,433,329	\$14,174,137	\$12,792,742	\$12,746,436

NOTE: UCX increased during Q3 & Q4 of FY20 reflecting the COVID-19 pandemic.

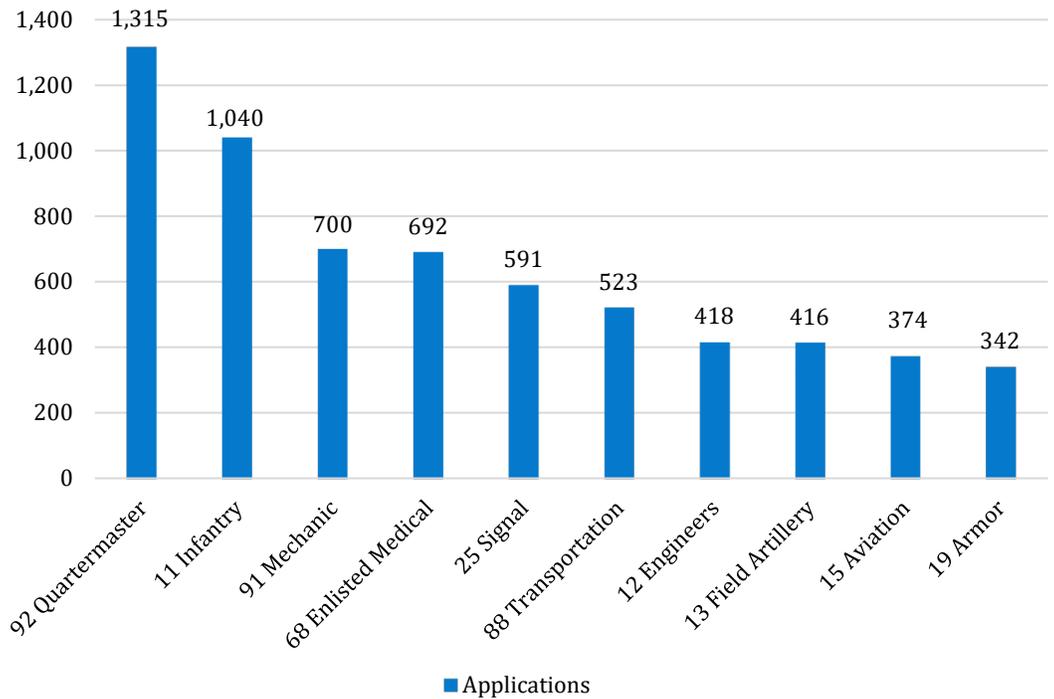


# FY23 UCX DATA, CONT.

## FY23 UCX Data, Cont.

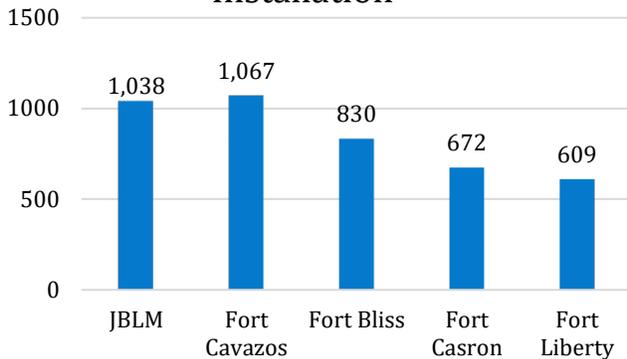
The following charts contain Army Unemployment Compensation (UCX) data that are specific to Regular Army. All numbers are Active Duty Soldiers who have received an Honorable or an Under Honorable Conditions (General) separation type. The top 10 MOS chart shows a breakdown of MOSs and how many applicants 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

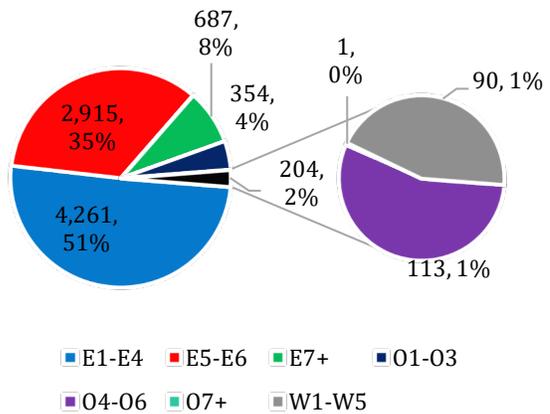


\*Not all applicants identified their MOS

### 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 24<sup>th</sup>, 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)*

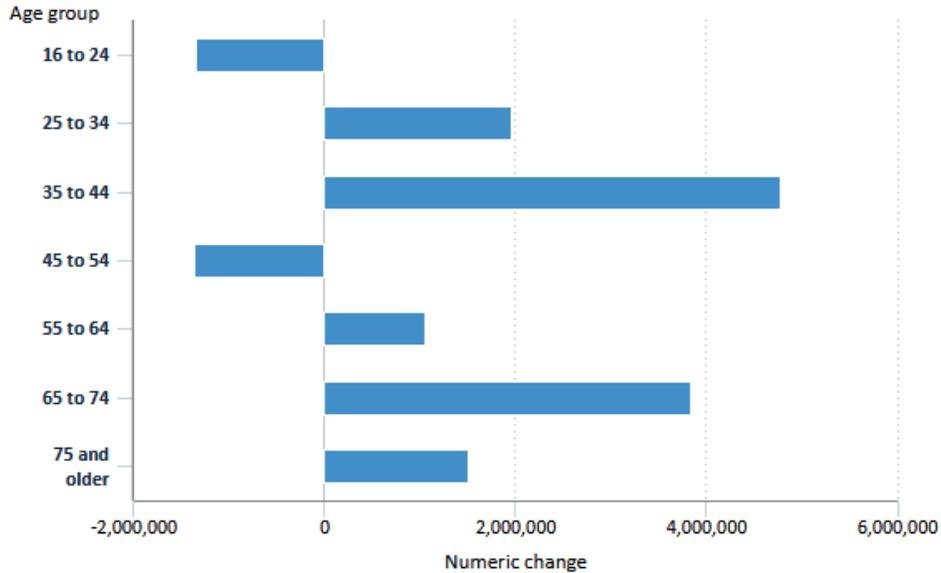
# U.S. ECONOMIC LABOR REPORT

## 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



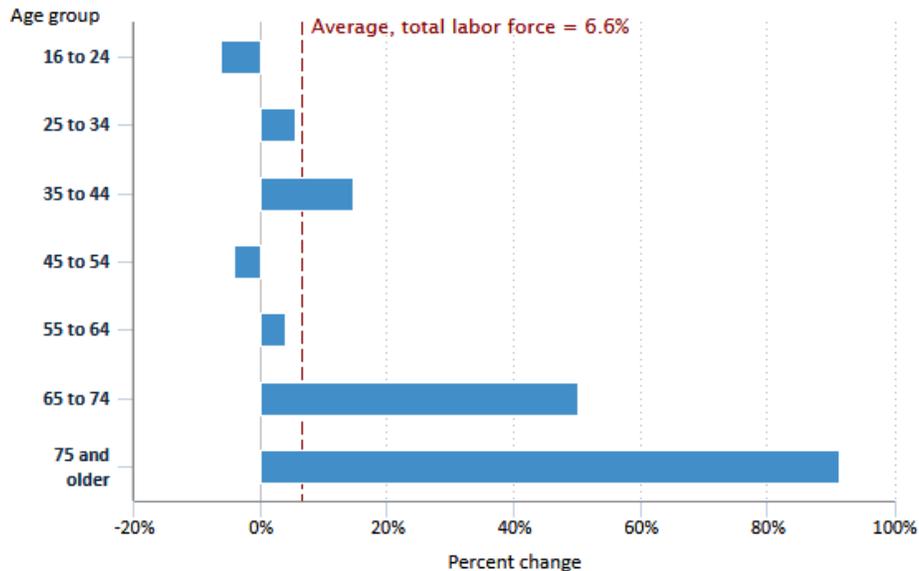
U.S. Bureau of Labor Statistics (2017b)

## 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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# CONTACT/COMPANY INFORMATION

## Contact/Company Information

Joseph Prestigiacommo    Sr. Research Analyst  
Tanya Wright                Research Analyst

U.S. Army Soldier for Life  
251 18th Street South, Arlington, VA 22202  
Tel (703) 545-2637  
Email: [usarmysoldierforlife@army.mil](mailto:usarmysoldierforlife@army.mil)  
<https://soldierforlife.army.mil/Transitioned-Soldier-Analytics>

