

REVIEW & ANALYSIS

2022

Review and Analysis of the state of Transitioning Soldiers

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Final as of 08 May 2023



U.S. ARMY



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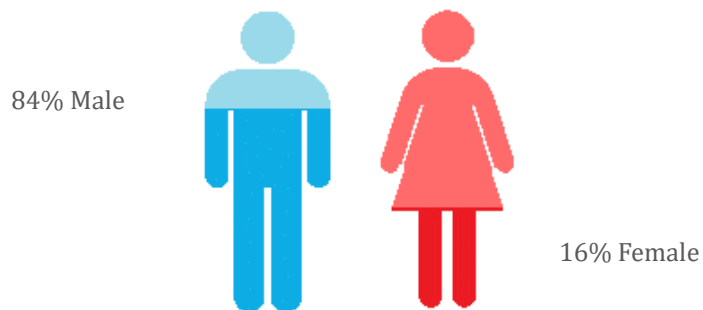
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INCOMING ENLISTED SOLDIERS

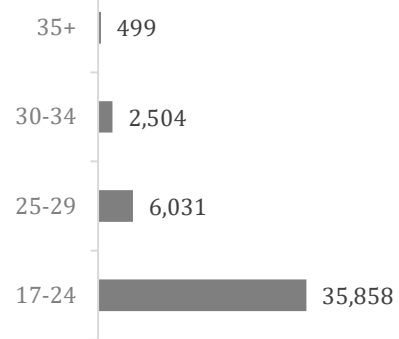
Incoming Enlisted Soldiers

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 FY22, 44,892 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.

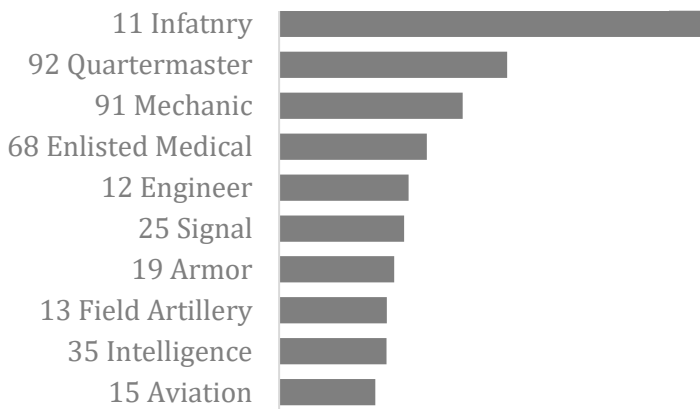
GENDER



AGE



TOP 10 MOS SERIES

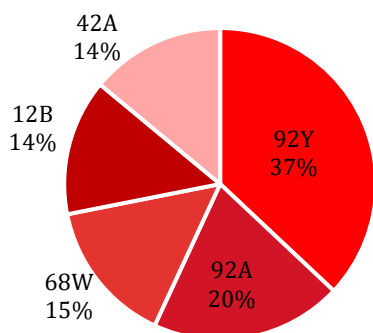


TOP 10 RECRUITMENT STATES

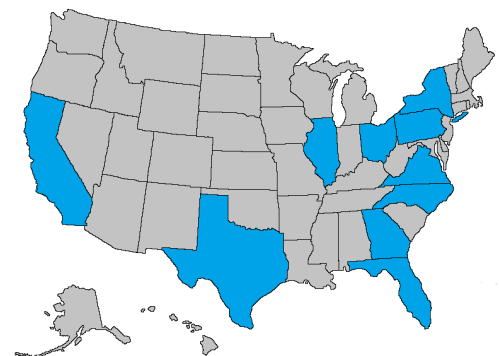
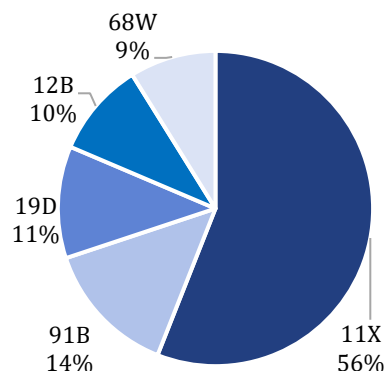
The U.S. Army recruited over **12%** of its Soldiers from Texas; when combined with California, the two states made up **22%** of all enlistments for FY22. Overall, the top ten states for recruitment were Texas, California, Florida, Georgia, North Carolina, New York, Ohio, Virginia, Illinois, and Pennsylvania.

The top ten recruiting states account for **57%** of all recruits for FY21. The Army recruited **22% less** in FY22 than in FY21.

TOP 5 MOS | FEMALE



TOP 5 MOS | MALE

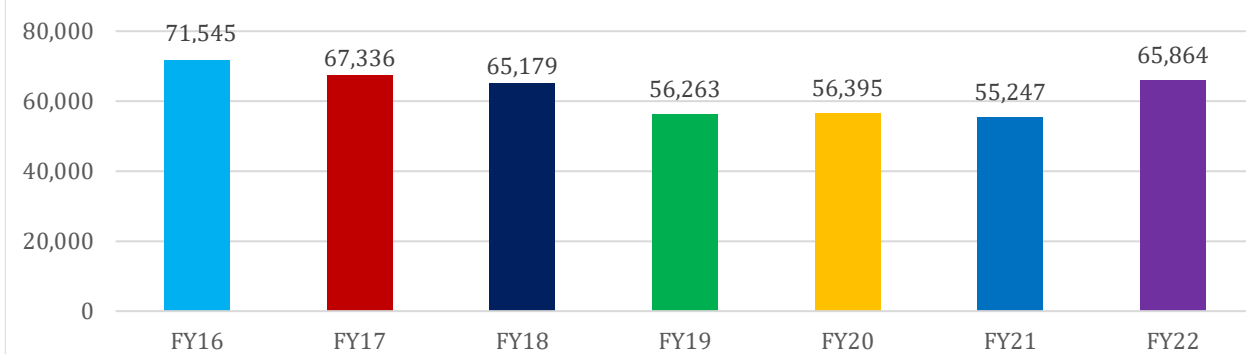


TRANSITIONED SOLDIERS

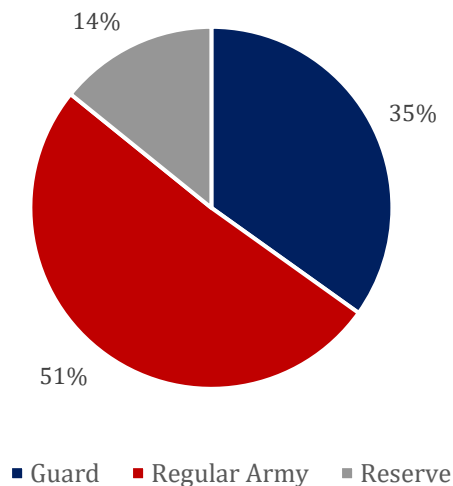
Transitioned Soldiers

During the last six years, the Army has transitioned on average **61,000** Soldiers (Enlisted and Officers) annually*. This fiscal year (FY22), a total of **65,864** honorable/general, Regular Army* Soldiers left Active Component.

Active Component - Regular Army Transitions



Component Breakdown FY22



Top 5 Transitioned MOSs FY22 | Regular Army

- 11 - Infantry - 11,398
- 92 - Quartermaster - 6,254
- 91 - Field Mechanical Maintenance - 5,073
- 25 - Signal Corps - 4,979
- 68 - Medical - 4,503

Top 5 Installations of Transitioned Soldiers
FY22 | Regular Army

- Fort Bragg - 6,675
- Fort Hood - 6,473
- Fort Carson - 4,766
- Fort Bliss - 4,760
- Fort Campbell - 4,571

Top 5 States Soldiers transitioned to:

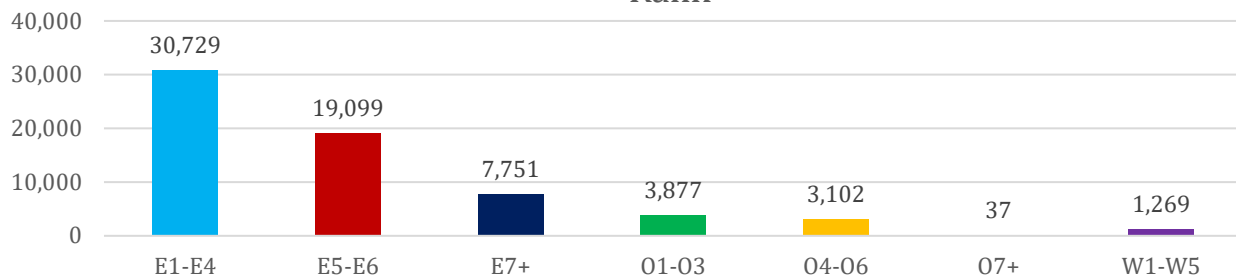


TRANSITIONED SOLDIER DATA

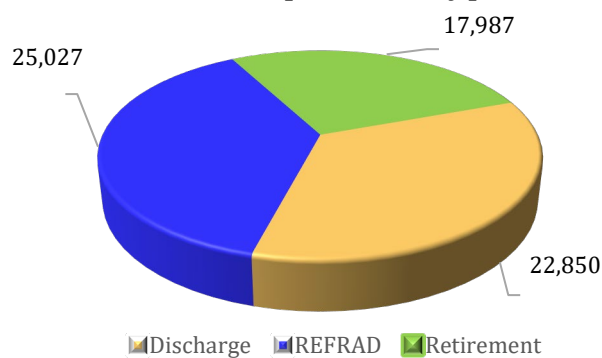
Transitioned Soldier Data

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.

Rank



Separation Type

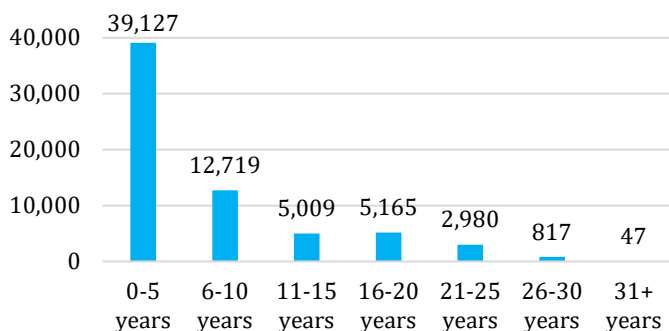


Marital Status

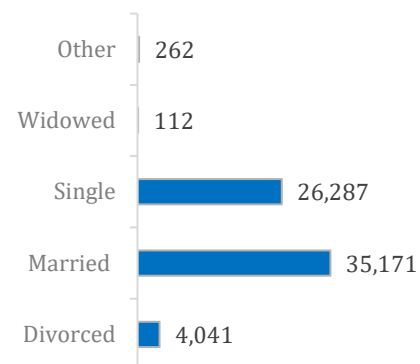
Marital status (and other portions of data) is collected from eMILPO. This system is updated by the Soldier; therefore, is only as accurate as the Soldier updates their information.

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

Total Years on Active Duty



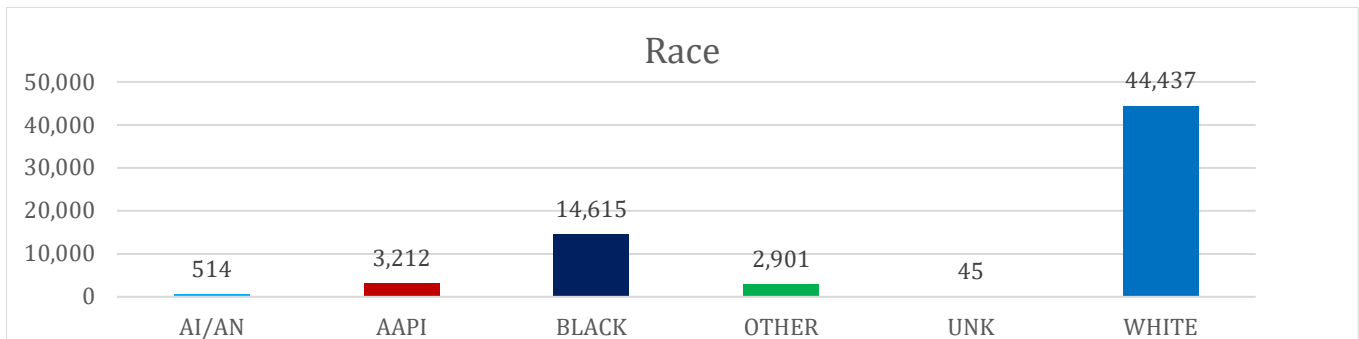
Marital Status



TRANSITIONED SOLDIER DATA, CONT.

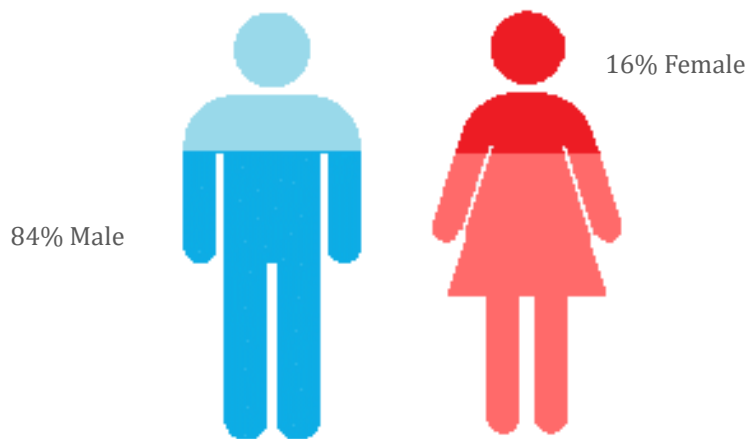
Transitioned Soldier Data, Cont.

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

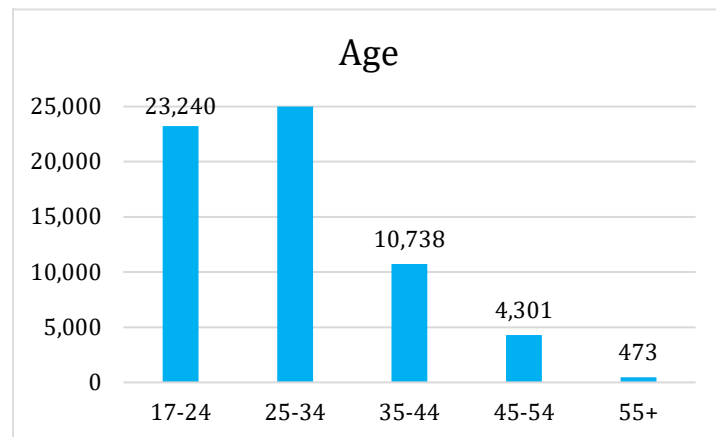
During FY21, the Active component had 46,359 male Soldiers, and 8,761 female Soldiers transition from Active Service.



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.

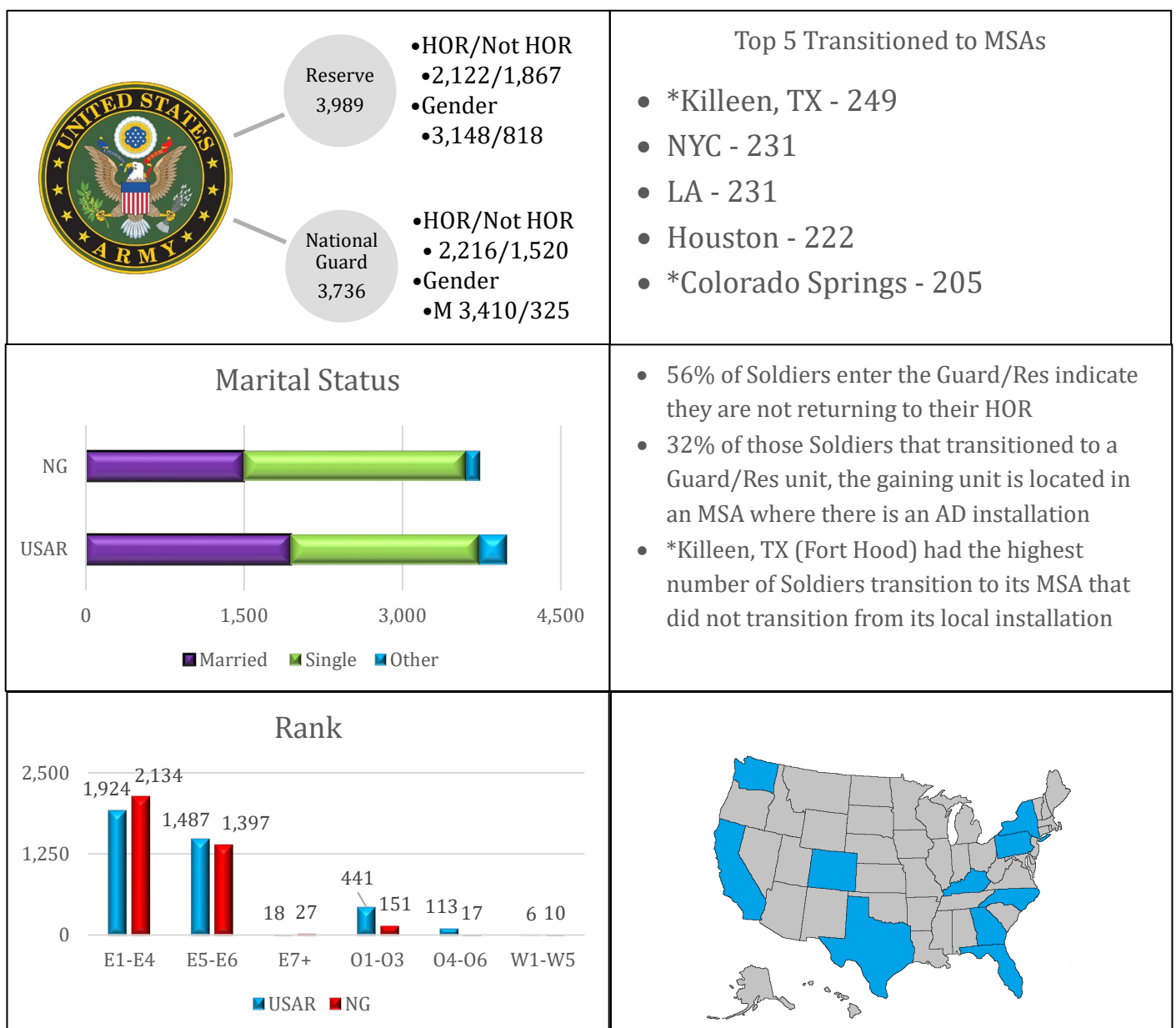
Age is not a collected data point from a DD214, therefore, we calculate age based off the Soldiers birthday and the reported separation date.



ACTIVE DUTY TO GUARD-RESERVE

Active Duty To Guard-Reserve

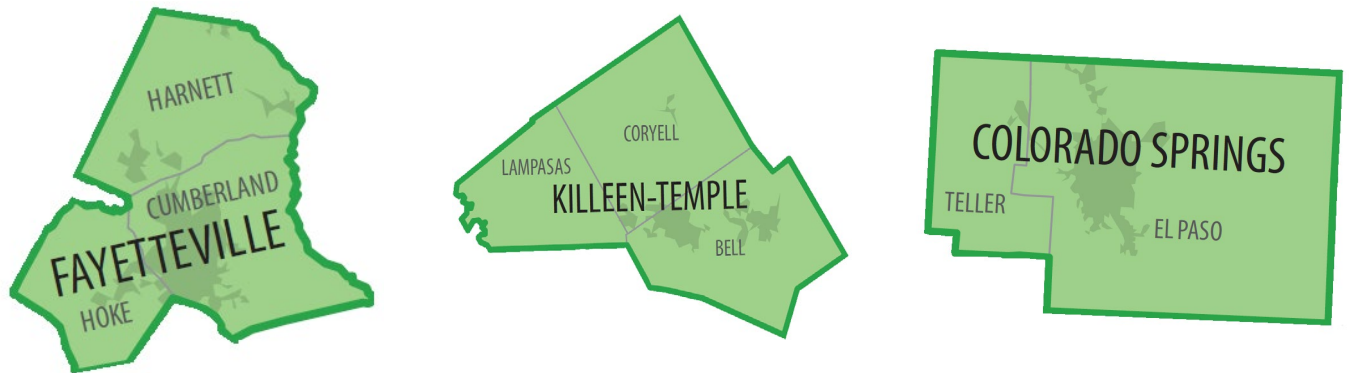
During FY22, 7,725 Soldiers serving in the Active Component transitioned into a role within the Army National Guard or the Army Reserve. This number accounts for roughly 12% of the total number of Soldiers serving in the Active Component. This number isn't referencing those Soldiers from the Guard/Reserve who entered Active-Duty status and then transitioned back into their Guard/Reserve duties; these Soldiers 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.



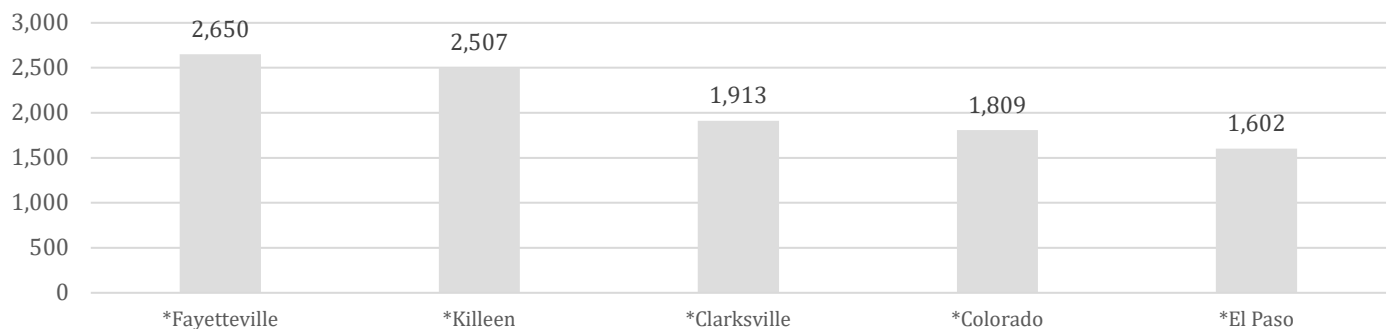
SOLDIER MSA RELOCATION

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 FY22. 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 an asterisk.



Relocation to MSAs



TRANSITIONED SOLDIERS RELOCATION

Transitioned Soldiers Relocation

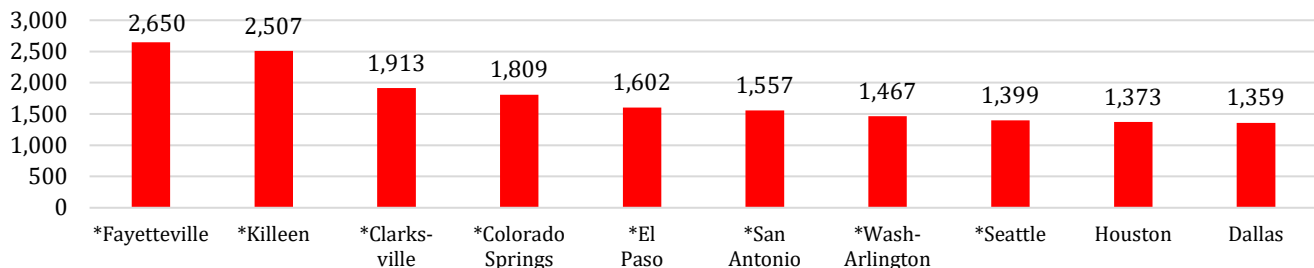
The adjacent table is a breakdown of the top five installations by number of transitioning Service Members (SMs) and the corresponding percentages for how many of these SMs return to their Home of Record (HOR), how many SMs intend on remaining within or near their last duty station (within the borders of the Metropolitan Statistical Area or MSA). Finally, it will show how many SMs will relocate to a different location upon their separation.

	HOR %	STAYING MSA %	OTHER %
Fort Bragg	46%	29%	25%
Fort Hood	46%	31%	23%
Fort Carson	48%	29%	23%
Fort Bliss	50%	25%	25%
Fort Campbell	44%	34%	22%

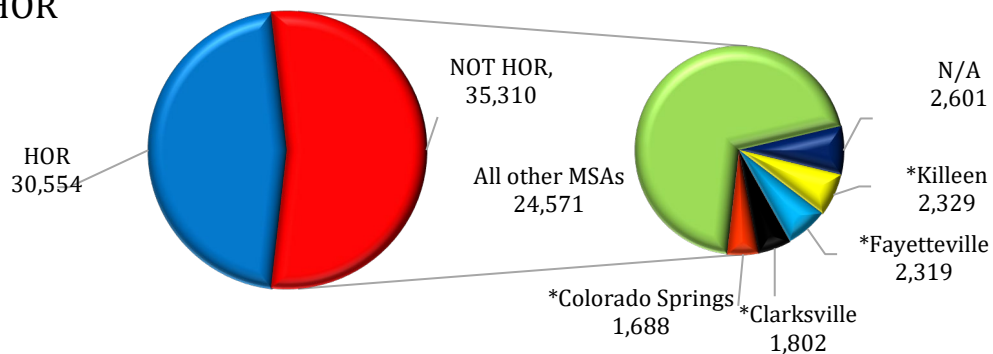
NOTE: Totals may not add up to 100 due to rounding.

Of the total transitioning force last fiscal year, a relatively small portion return to their identified HOR. Approximately **46%** of Soldiers who transitioned in FY22 indicated that they are returning to their HOR. A comparable small percent, **26%**, 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.

Top 10 Transitioned to MSA



Return to HOR

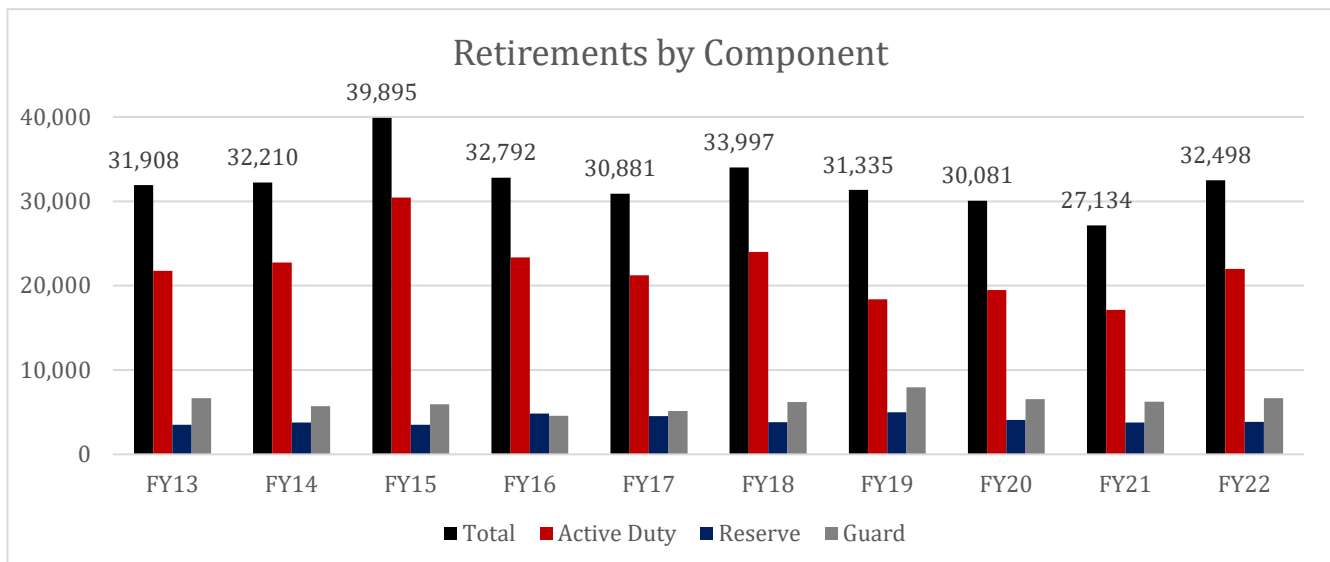
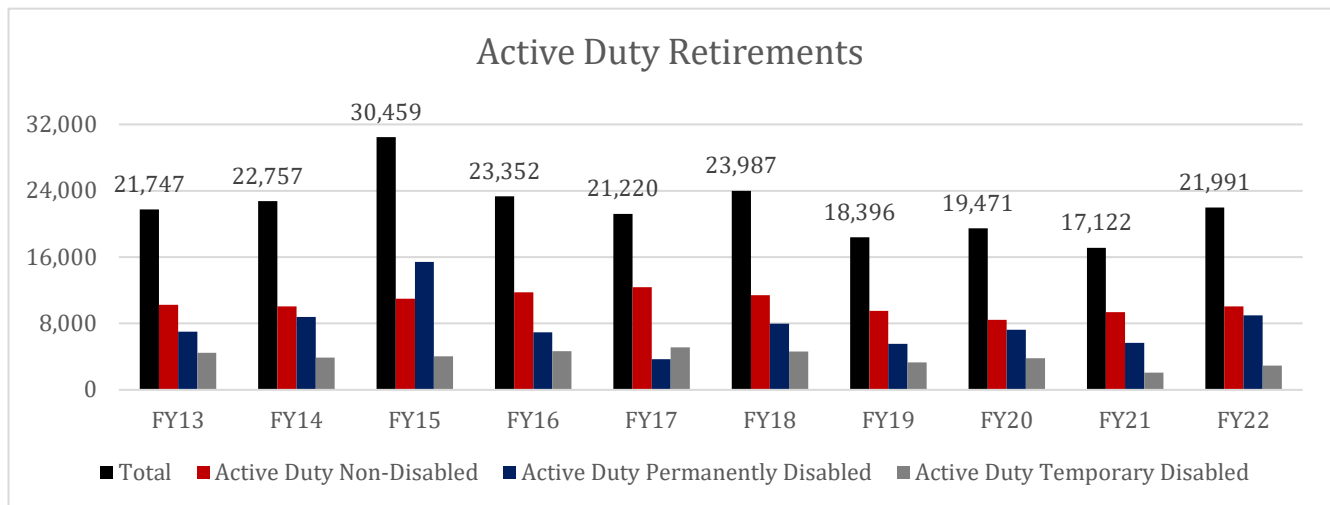


*Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".
 *Regular Army is all non-Guard or Reserve; Any location with an * indicates an Active Duty Installation

RETIRED SOLDIERS OVERVIEW

Retired Soldiers Overview

Since FY13 on average, 32K Soldiers retire from the United States Army per year, including Active Component, National Guard, and Reserve. During FY22, a total of 32,498 Soldiers retired from across the Army. 21,991 retired from Active Component, 3,846 Army Reserves, and 6,661 National Guardsmen. This figure accounts for roughly **30%** of the transitioning force. These numbers include all categories of retirement.



RETIRED SOLDIERS FY22

Retired Soldiers FY22

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 – 21	1,054	911	293	2,258	398	638	3,294
November – 21	881	834	286	2,001	345	600	2,946
December – 21	718	652	202	1,572	331	581	2,484
January – 22	624	889	379	1,892	341	617	2,850
February – 22	913	643	164	1,720	298	529	2,547
March – 22	665	614	202	1,481	377	535	2,393
April – 22	639	810	264	1,713	316	536	2,565
May – 22	583	769	218	1,570	290	535	2,395
June – 21	899	747	247	1,893	286	514	2,693
July – 22	970	816	254	2,040	346	464	2,850
August – 22	977	649	211	1,837	278	546	2,661
September – 22	1,148	646	220	2,014	240	566	2,820
SUM TOTALS	10,071	8,980	2,940	21,991	3,846	6,661	32,498

Note: Data provided by Soldier for Life Retirement Services Office 31 January 2022

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

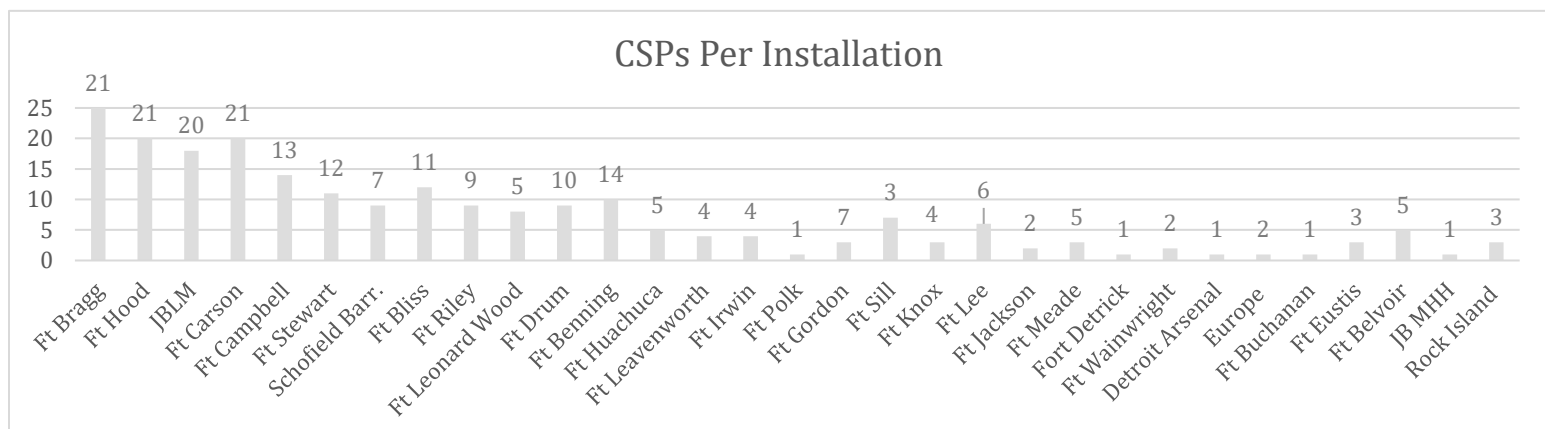
- To date over 40,525 Soldiers have completed a CSP program
- Currently there is a 93% hiring rate once a Soldier completes a program
- Currently there are over 225 programs at 31 separate installations.

**Statistics are current as of 1 OCT 2022*

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

CAREER SKILLS PROGRAM OVERVIEW

- Six Regional CSP Coordinators located at Ft. Campbell, Ft. Stewart, and HQ IMCOM
- Since implementation of the policy, over 5,415 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.



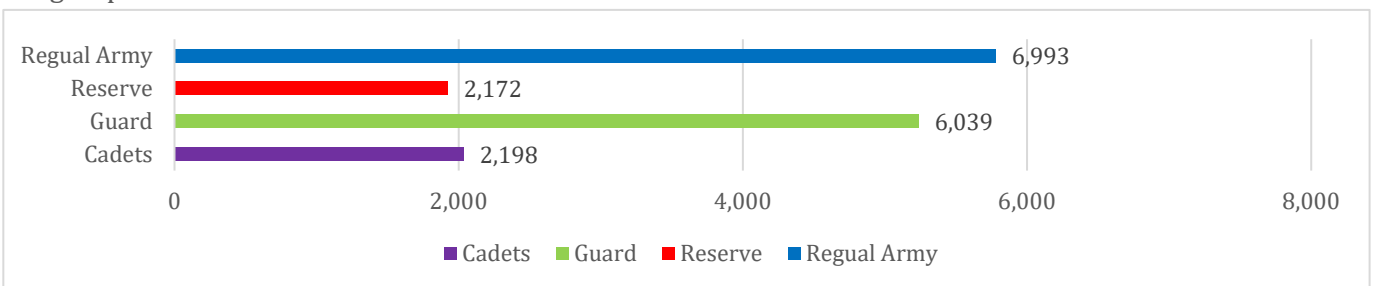
ARMY PARTNERSHIP FOR YOUR SUCCESS

Army Partnership for Your Success

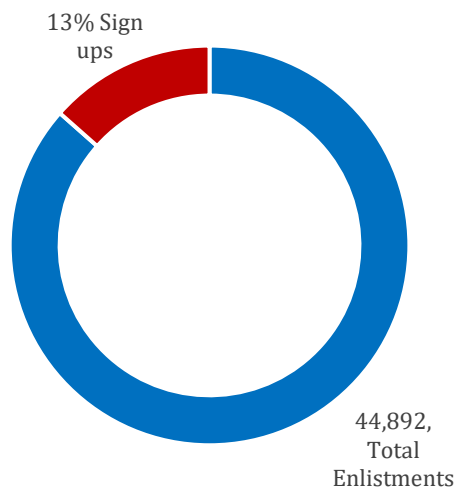
OVERVIEW

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 of First term of service. For more information, visit us at www.armypays.com.

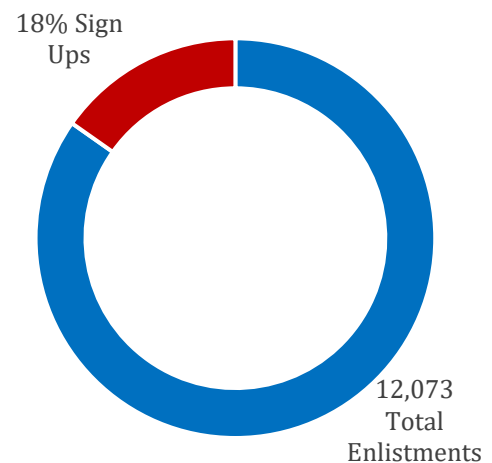
FY22 Sign-up Statistics for Soldiers and Cadets



Regular Army PaYS Sign-ups



Army Reserve PaYS Sign-ups



Interviews and Hires

In FY22, the PaYS program reported 281 interviews and 154 hires for Regular Army transitioning Soldiers.

NOTE: No Army Reserve recruiting data provided for FY22

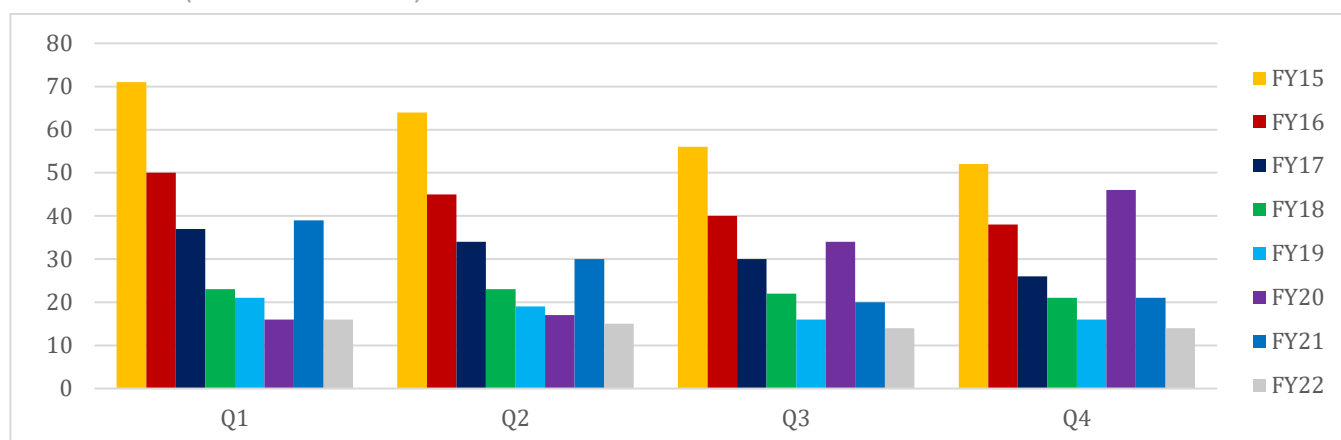
UNEMPLOYMENT COMPENSATION FOR THE ARMY

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 FY22 ^A	STATE UNEMPLOYMENT RATE ^B	STATE UNEMPLOYMENT RANKING ^B	STATE RANKING FOR TRANSITIONING SOLDIERS ^C
TEXAS	\$15,751,485	4.2	26	1
CALIFORNIA	\$6,222,751	4.4	27	5
WASHINGTON	\$4,316,627	2.9	18	9
NEW YORK	\$3,760,129	3.5	23	10
COLORADO	\$3,738,829	3.2	24	8

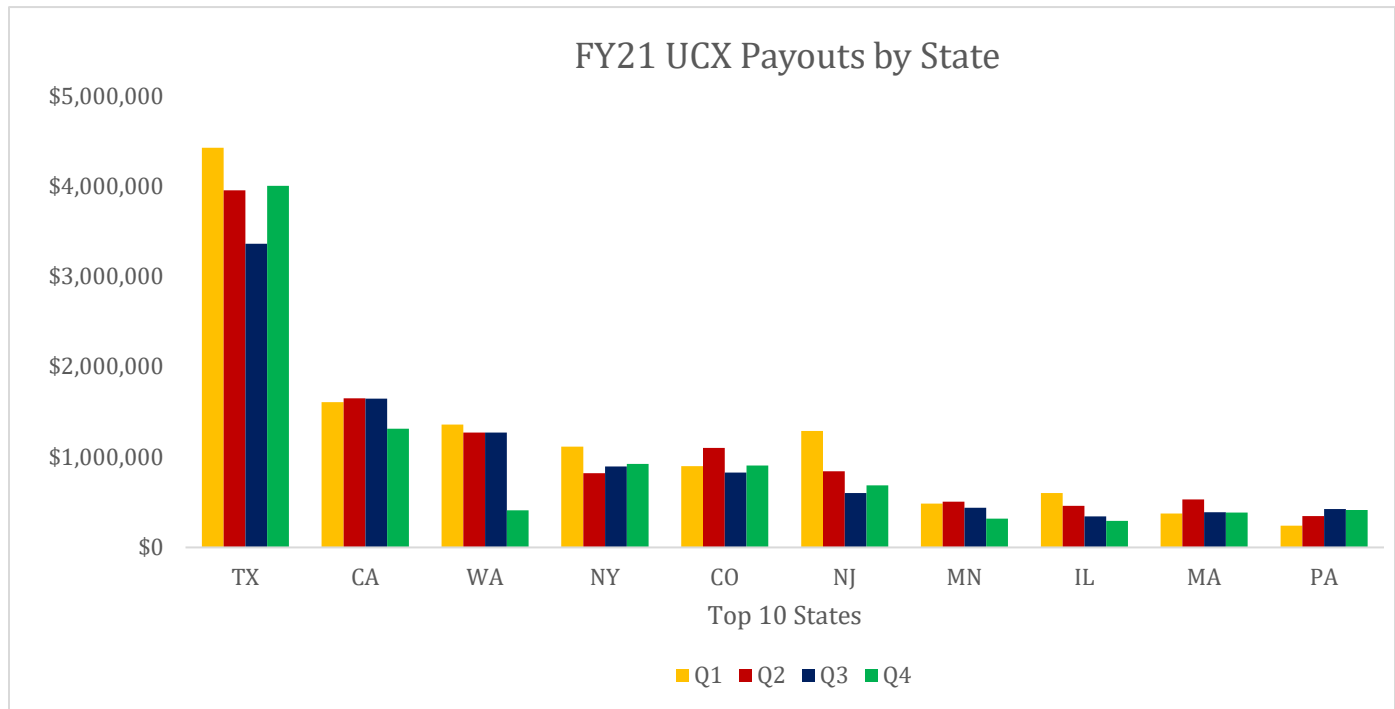
Note: UCX = Unemployment Compensation for Ex-Servicemembers

- A. U.S. Department of Labor Employment and Training Administration, *Total Unemployment Compensation Benefits Paid to Claimants*
- B. Bureau of Labor Statistics (December 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 FY22. 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 **\$43.7M**, representing approximately **73%** of all UCX payouts.



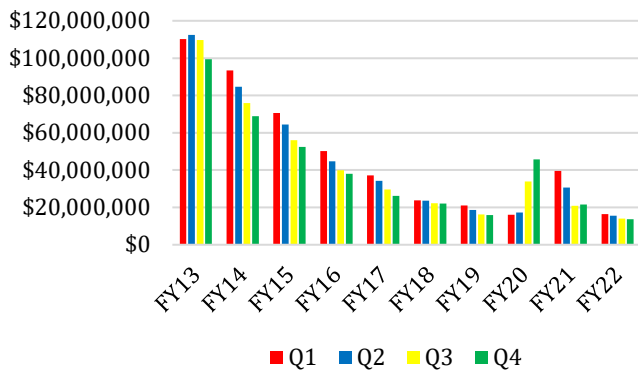
STATE	Q1	Q2	Q3	Q4	TOTAL
TX	\$4,425,716	\$3,956,003	\$3,364,556	\$4,005,209	\$15,751,485
CA	\$1,609,147	\$1,651,211	\$1,647,008	\$1,315,386	\$6,222,751
WA	\$1,361,794	\$1,271,013	\$1,271,918	\$411,902	\$4,316,627
NY	\$1,117,020	\$820,839	\$896,151	\$926,119	\$3,760,129
CO	\$898,422	\$1,103,357	\$828,948	\$908,101	\$3,738,829
NJ	\$1,291,682	\$844,663	\$602,736	\$688,732	\$3,427,813
MN	\$483,839	\$507,134	\$439,626	\$320,174	\$1,750,772
IL	\$602,270	\$462,130	\$344,013	\$293,270	\$1,701,683
MA	\$375,299	\$530,287	\$388,762	\$387,621	\$1,681,970
PA	\$242,542	\$346,894	\$423,920	\$415,858	\$1,429,213
				Total	\$43,781,272

FY22 UCX DATA

FY22 UCX Data

Despite the climb in UCX payments at the end of FY20, and higher than normal first two quarters, 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,

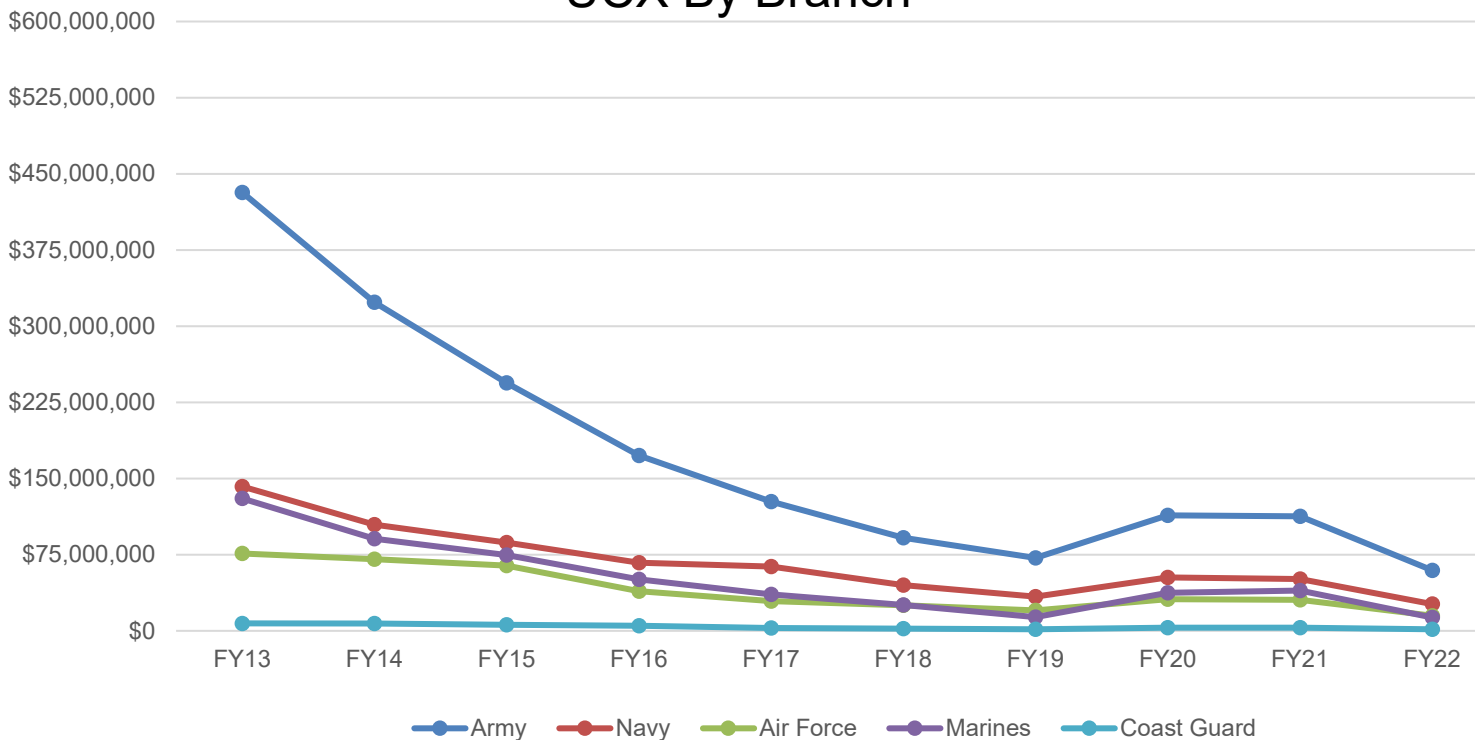
UCX Payout



	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
FY21	\$39,578,506	\$30,686,896	\$20,842,621	\$21,560,200
FY22	\$16,453,070	\$15,577,672	\$13,939,321	\$59,561,190

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

UCX By Branch

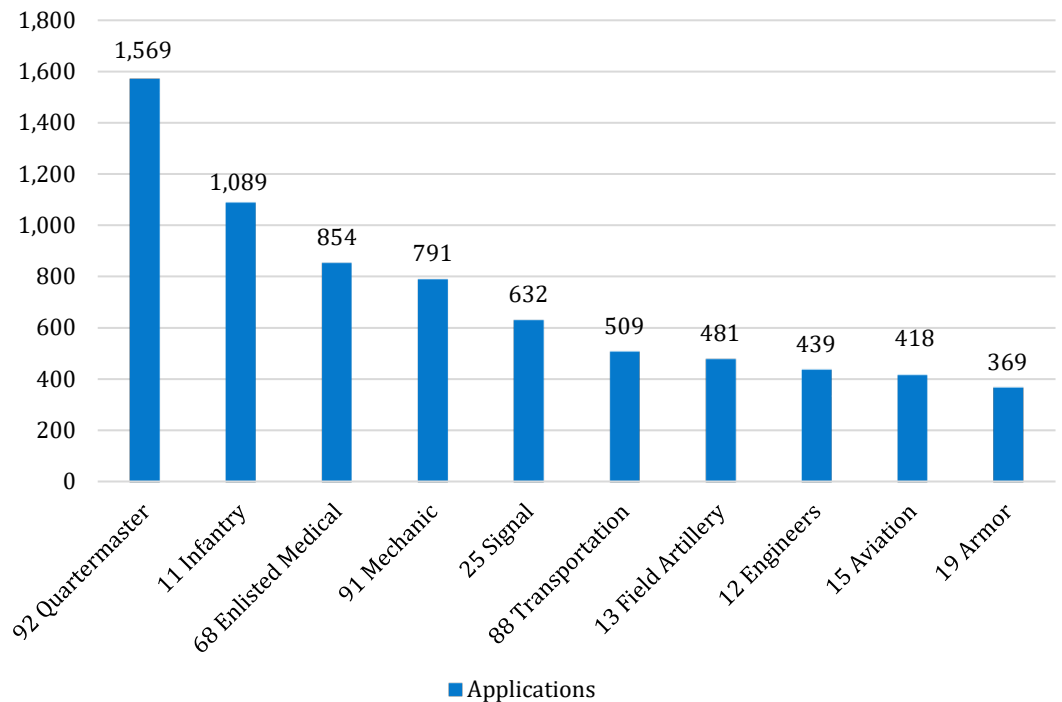


FY22 UCX DATA, CONT.

FY22 UCX Data, Cont.

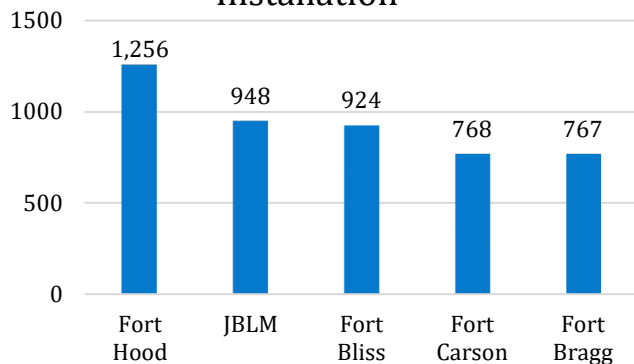
The following charts contain Army Unemployment Compensation (UCX) data that are specific to Regular Army. All numbers are Active Duty Soldiers who have received an Honorable or an Under Honorable Conditions (General) separation type. The top 10 MOS chart shows a breakdown of MOSs and how many applicants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

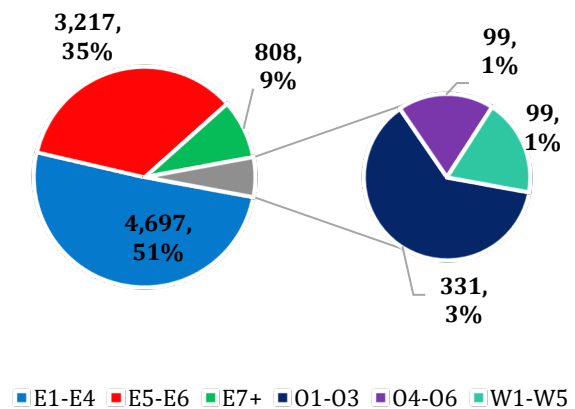


*Not all applicants identified their MOS

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 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)

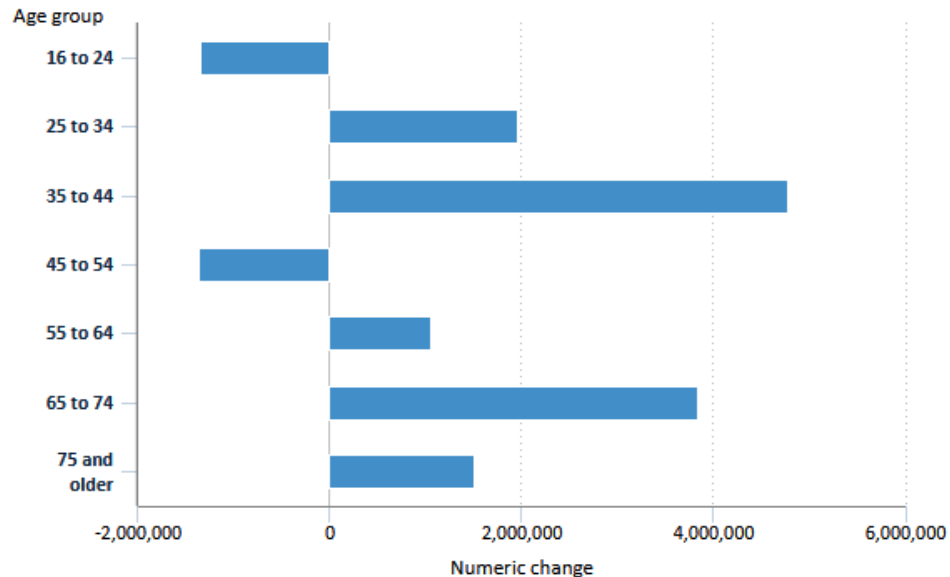
U.S. ECONOMIC LABOR REPORT

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



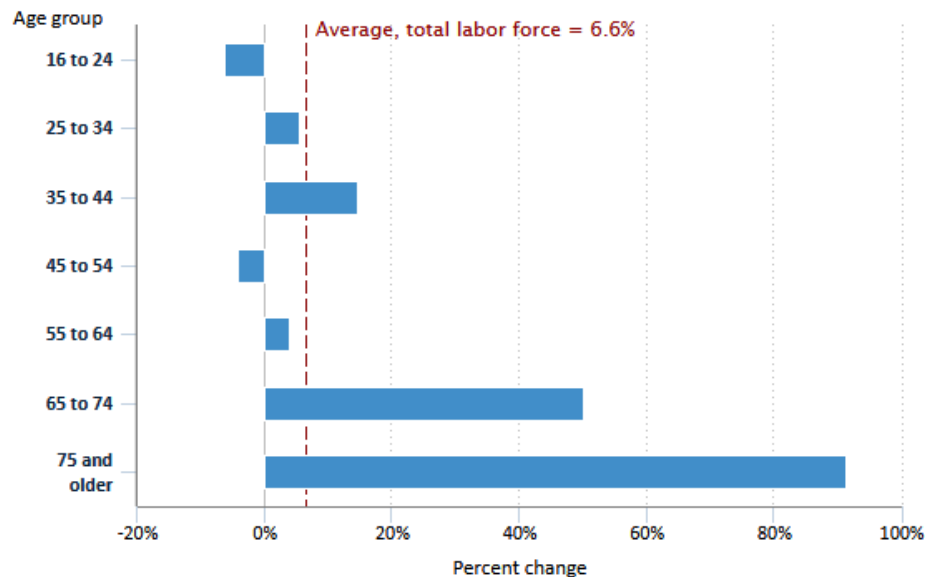
U.S. Bureau of Labor Statistics (2017b)

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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