

REVIEW & ANALYSIS

2021

Review and Analysis of the state of Transitioning Soldiers

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Final as of 06 Oct 2021



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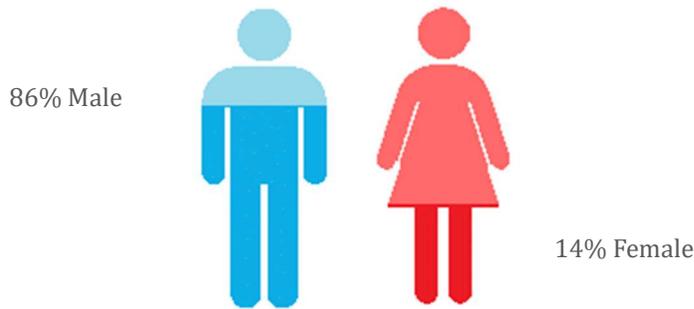
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INCOMING ENLISTED SOLDIERS

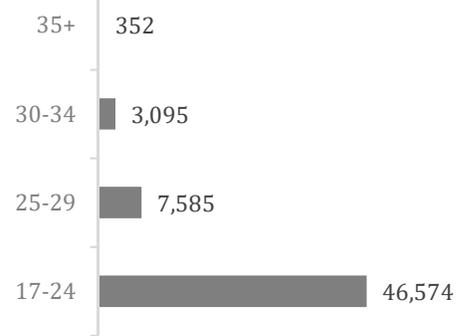
Incoming Enlisted Soldiers

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 FY21, 57,606 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.

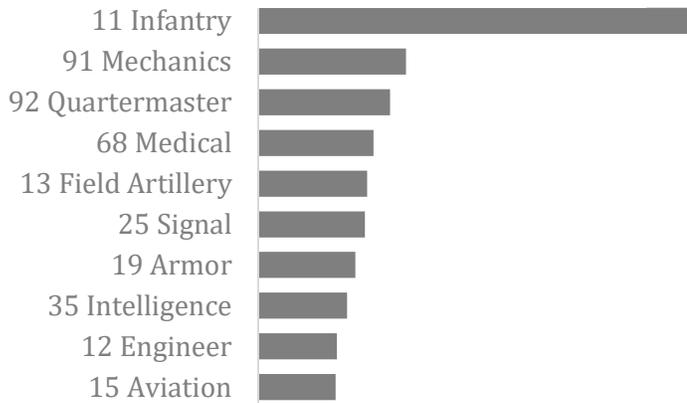
GENDER



AGE



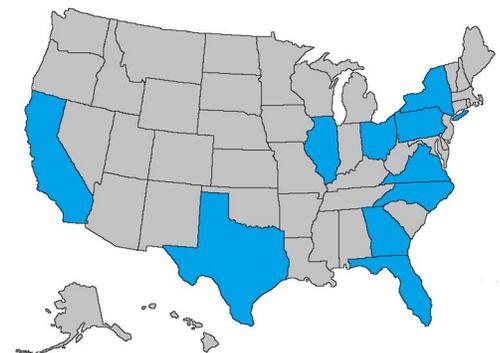
TOP 10 MOS SERIES



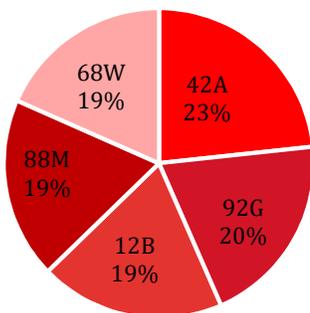
TOP 10 RECRUITMENT STATES

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.

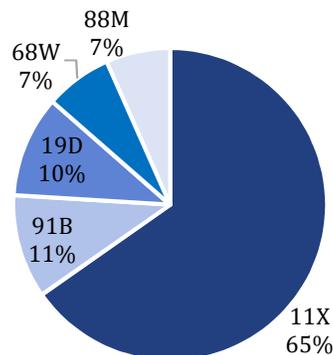
The top ten recruiting states account for **57%** of all recruits for FY21. The Army recruited 6% less in FY21 than in FY20.



TOP 5 MOS | FEMALE



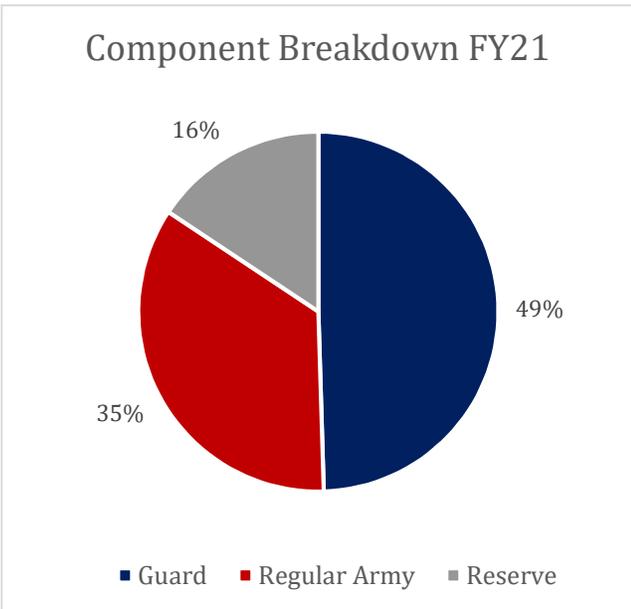
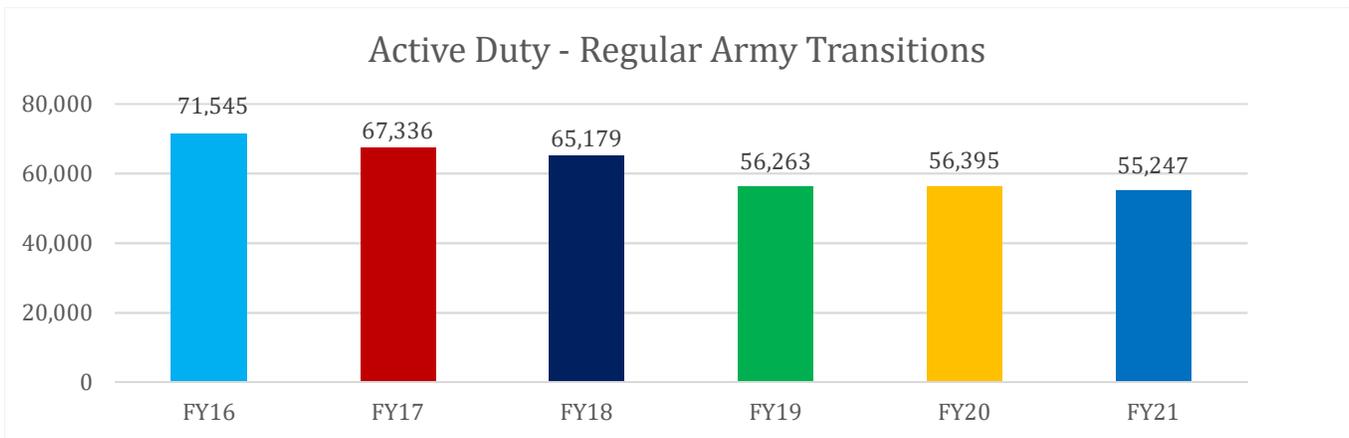
TOP 5 MOS | MALE



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 (FY21), a total of **55,247** honorable/general, Regular Army* Soldiers left active duty service.



- ### Top 5 Transitioned MOSs FY21 | Regular Army
- 11 - Infantry - 9,665
 - 92 - Quartermaster - 5,115
 - 91 - Field Mechanical Maintenance - 4,254
 - 68 - Medical - 4,012
 - 25 - Signal Corps - 3,580

- ### Top 5 Installations of Transitioned Soldiers FY21 | Regular Army
- Fort Hood - 5,357
 - Fort Bragg - 5,152
 - Fort Bliss - 3,941
 - Fort Carson - 3,798
 - JBLM - 3,766

Top 5 States Soldiers transitioned to:

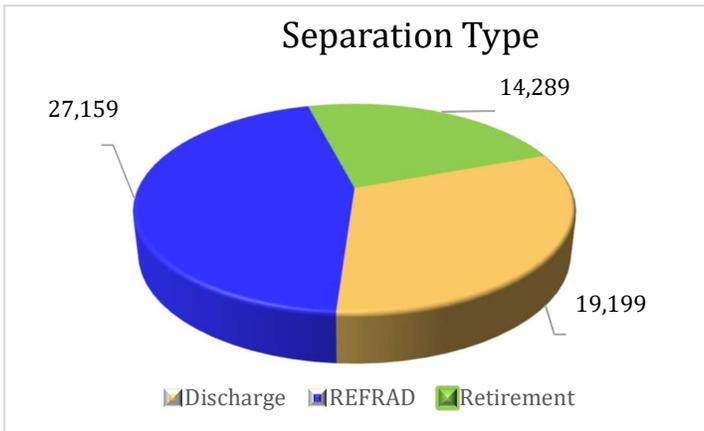
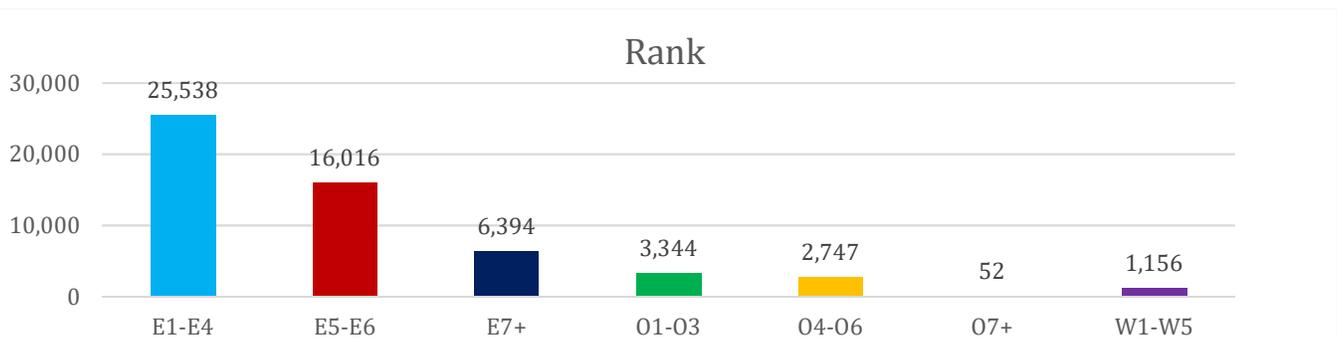


*Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".
 *Regular Army is all non-Guard or Reserve

TRANSITIONED SOLDIER DATA

Transitioned Soldier Data

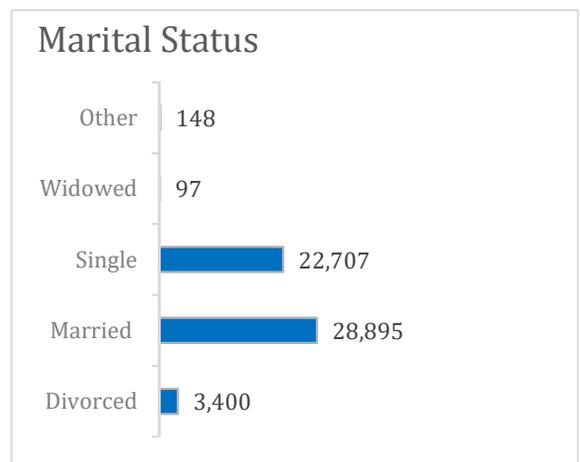
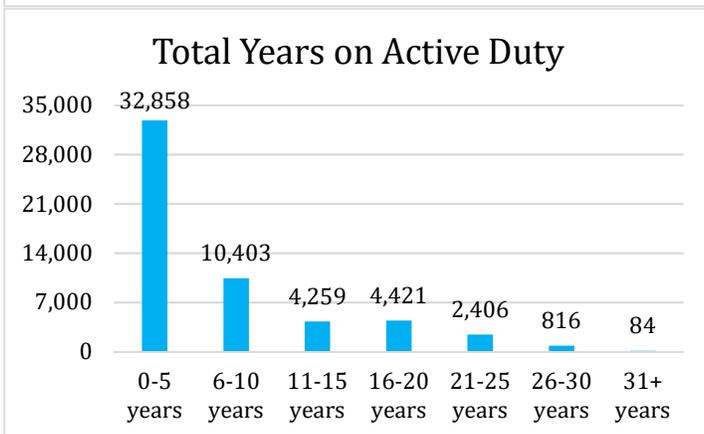
The information displayed on this page represents some of the key demographics or speaking points of transitioned Soldiers. All graphs and charts are Active Component only. Separation Type shows the three main categories of separation: **Discharge**: A separation type used when a Soldier holds no further 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.

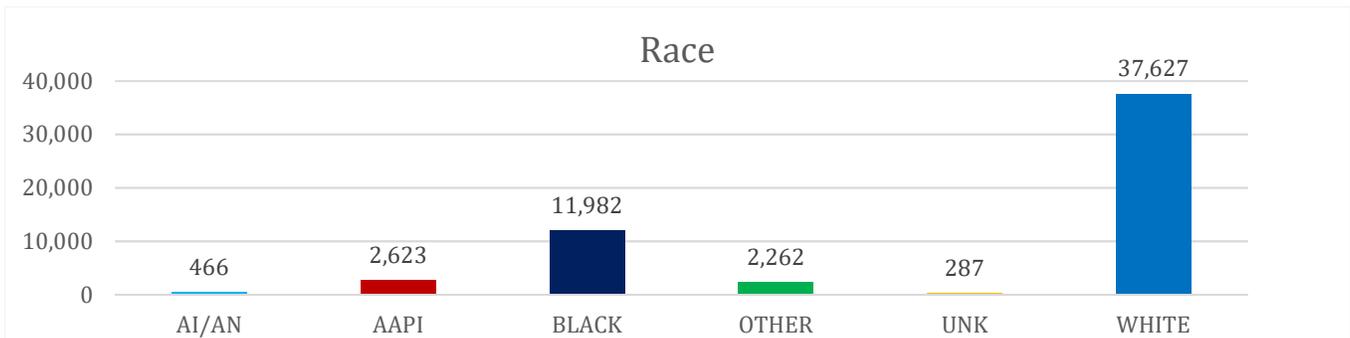
The "Other" Category includes the following marital statuses: Annulled, Legally Separated, Unknown, and Soldiers who had blank responses.



TRANSITIONED SOLDIER DATA, CONT.

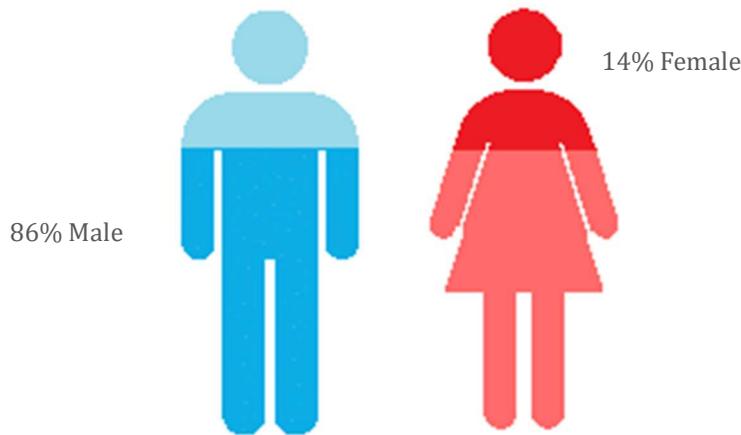
Transitioned Soldier Data, Cont.

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

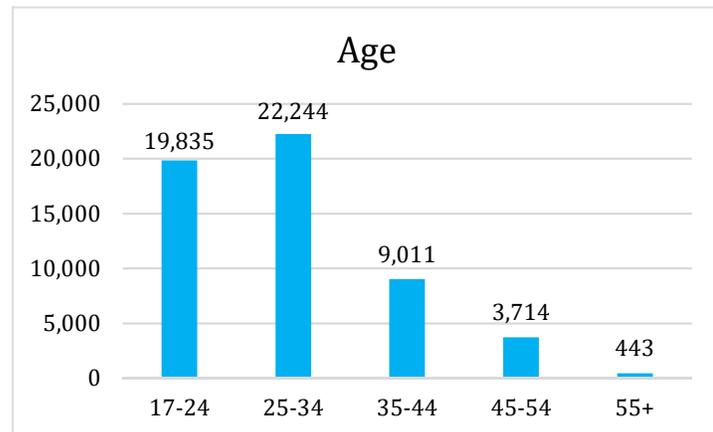
During FY21, the Active component had 46,359 male Soldiers, and 8,761 female Soldiers transition from Active Service.



Age

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

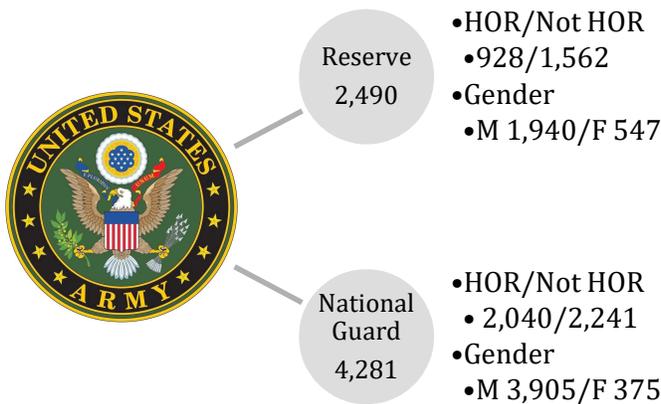
Age is not a collected data point from a DD214, therefore, we calculate age based off the Soldiers birthday and the reported separation date.



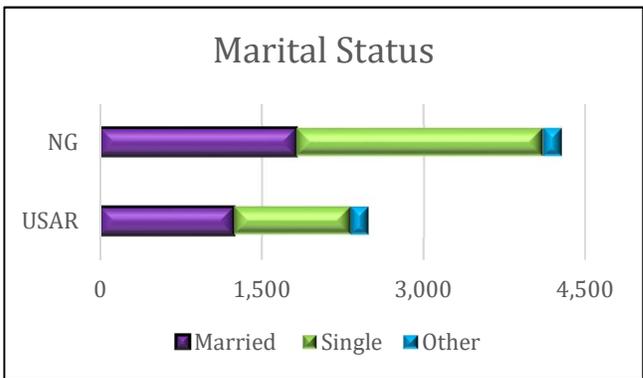
ACTIVE DUTY TO GUARD-RESERVE

Active Duty To Guard-Reserve

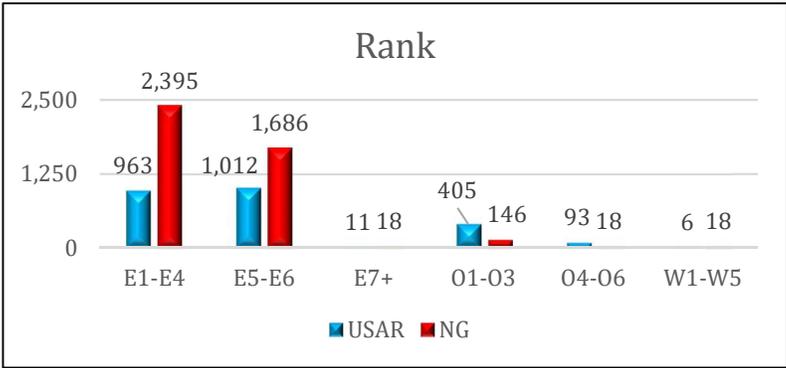
During FY21, 6,856 Soldiers serving on AD transitioned into a role within the Army National Guard, and the Army Reserve. This number accounts for roughly 10% of the total transitioned force. This number isn't to be mistaken with those from the Guard/Reserve who entered AD, and transitioned back into their Guard/Reserve duties, these individuals had never served in the Guard/Reserve prior to their transitions. Below are visual representations of that data. Any location labeled with an * indicates an AD installation present in the MSA.



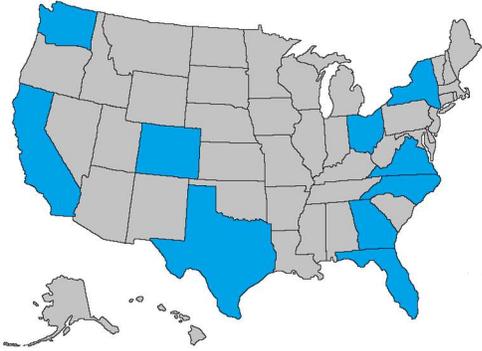
- ### Top 5 Transitioned to MSAs
- New York City, NY - 211
 - Los Angeles - 200
 - *Killeen, TX - 188
 - *Colorado Springs, CO - 177
 - *Fayetteville, NC - 164



- 56% of Soldiers enter the Guard/Res indicate they are not returning to their HOR
- 31% of those Soldiers that transitioned to a Guard/Res unit, the gaining unit is located in an MSA where there is an AD installation
- *Killeen, TX (Fort Hood) had the highest number of Soldiers transition to its MSA that did not transition from its local installation



Top NG States



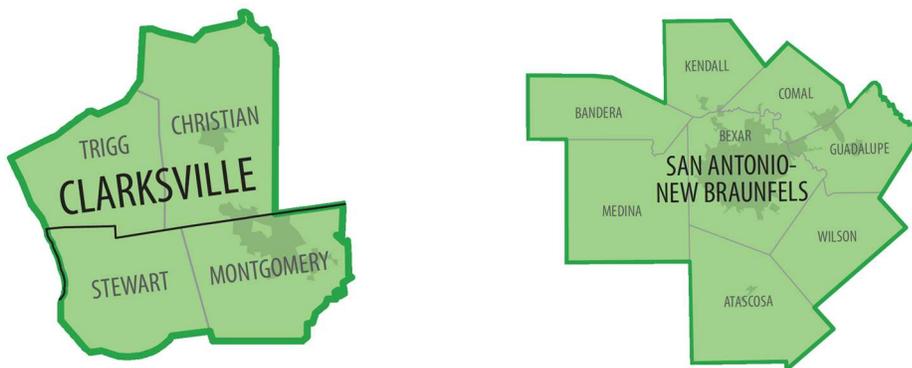
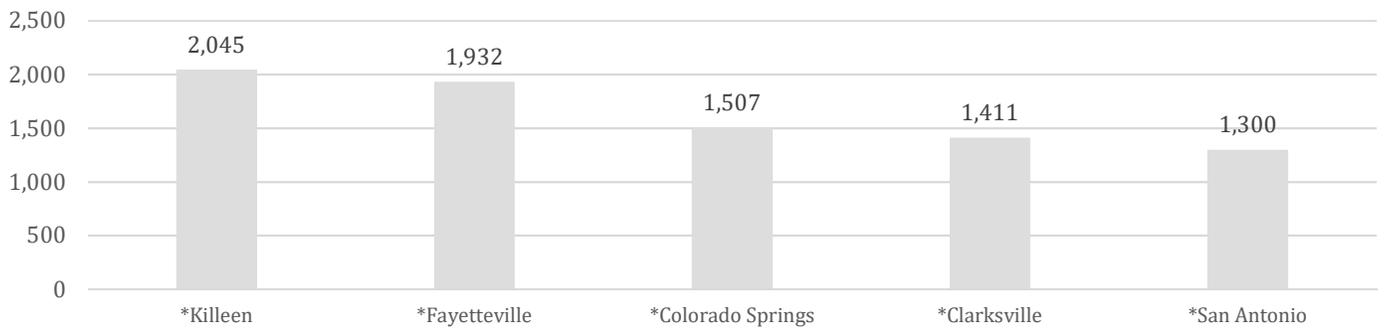
SOLDIER MSA RELOCATION

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 (MSAs) that Soldiers relocated throughout FY21. 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

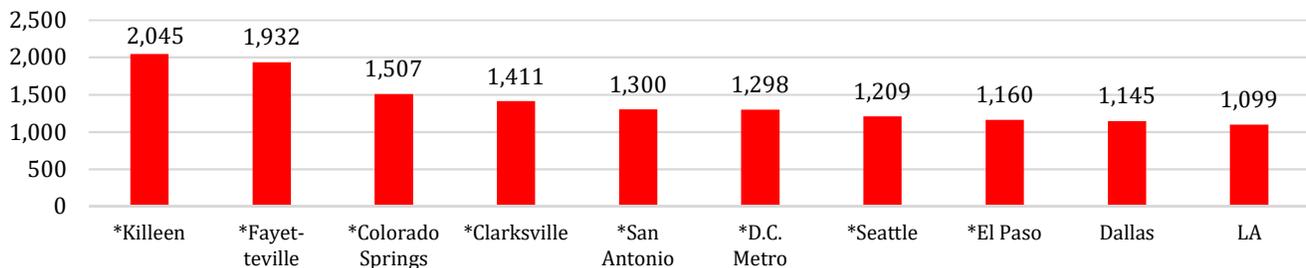
The adjacent table is a breakdown of the top five installations by number of transitioning Service Members (SMs) and the corresponding percentages for how many of these SMs return to their Home of Record (HOR), how many SMs intend on remaining within or near their last duty station (within the borders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

	HOR %	STAYING MSA %	OTHER %
Fort Hood	35%	30%	35%
Fort Bragg	39%	26%	35%
Fort Bliss	40%	22%	38%
Fort Carson	36%	31%	33%
JBLM	37%	22%	42%

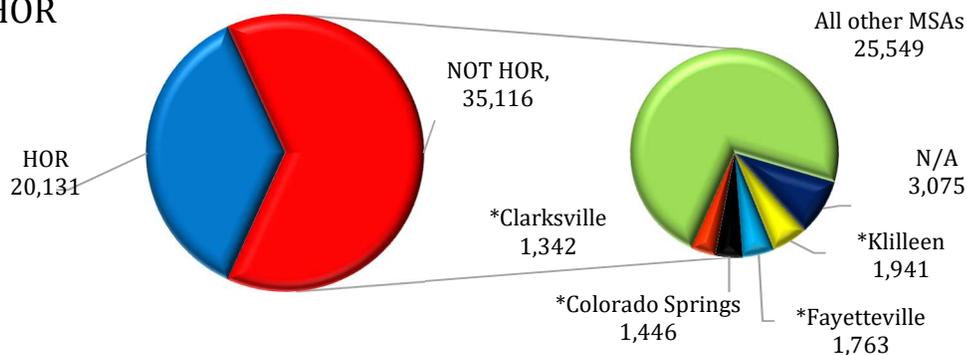
NOTE: Totals may not add up to 100 due to rounding.

Of the total transitioning force last fiscal year, a relatively small portion return to their identified HOR. Approximately **36%** of Soldiers who transitioned in FY21 indicated that they are returning to their HOR. A comparable small percent, **24%**, of Soldiers who transitioned stayed within the MSA of their last duty station. Lastly, **39%** 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

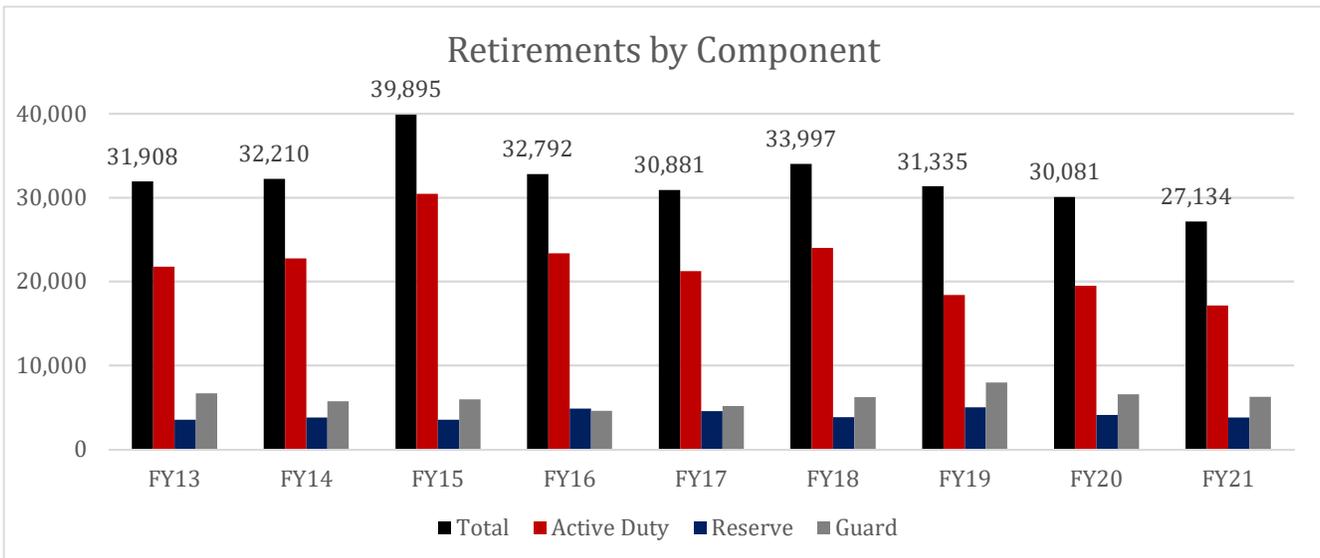
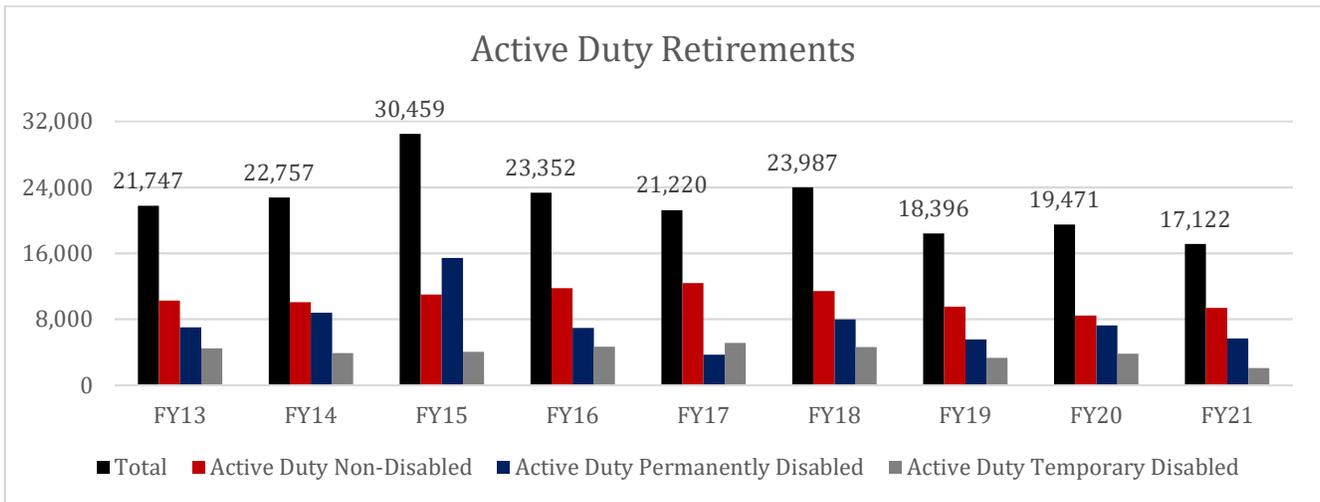


*Unless otherwise noted, transitions are based on Soldiers who separated under honorable or general conditions, and served on Active Duty service in the "Regular Army".
 *Regular Army is all non-Guard or Reserve; Any location with an * indicates an Active Duty Installation

RETIRED SOLDIERS OVERVIEW

Retired Soldiers Overview

On average, 22.5K Soldiers retire from the United States Army per year, including Active Duty, National Guard, and Reserve. During FY21, a total of 27,134 Soldiers retired from across the Army. 17,112 retired from Active Duty, 3,770 Army Reservist, and 6,252 National Guardsmen. This figure accounts for roughly **30%** of the transitioning force. These numbers include all categories of retirement.



RETIRED SOLDIERS FY21

Retired Soldiers FY21

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 - 20	1,141	334	122	1,597	408	604	2,609
November - 20	950	295	113	1,358	305	531	2,194
December - 20	646	392	141	1,179	359	466	2,004
January - 21	662	342	136	1,140	350	550	2,040
February - 21	738	359	142	1,239	319	487	2,045
March - 21	638	412	161	1,211	278	538	2,027
April - 21	586	476	139	1,201	282	505	1,988
May - 21	448	568	170	1,186	324	469	1,979
June - 21	668	563	223	1,454	280	507	2,241
July - 21	891	608	210	1,709	317	524	2,550
August - 21	987	619	226	1,832	263	533	2,628
September - 21	1,016	696	294	2,006	285	538	2,829
SUM TOTALS	9,371	5,664	2,077	17,112	3,770	6,252	27,134

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

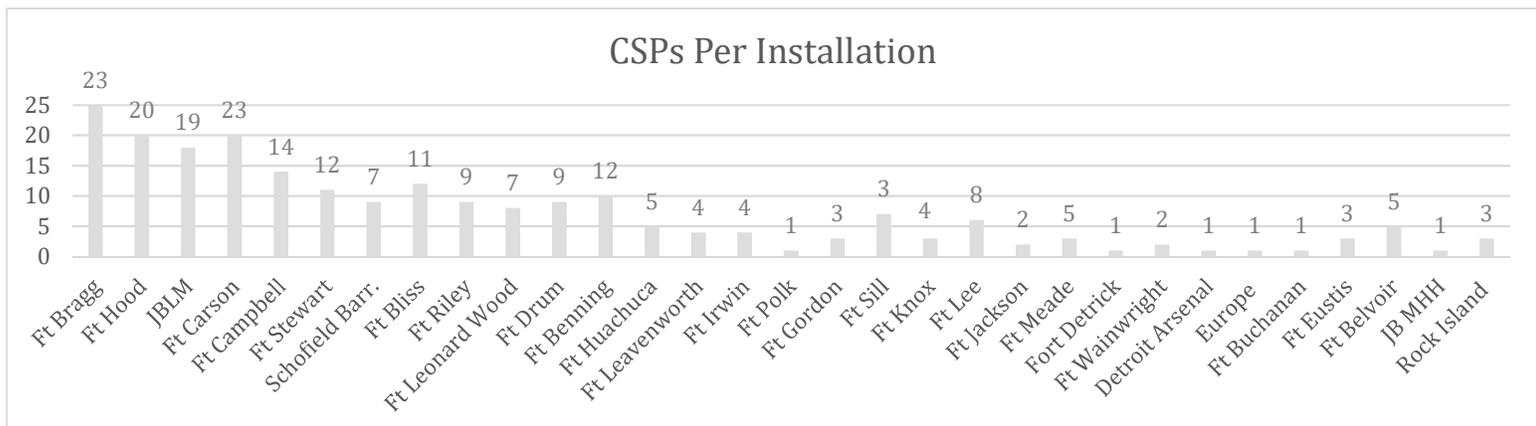
- To date over 32,409 Soldiers have completed a CSP program
- Currently there is a 93% hiring rate once a Soldier completes a program
- Currently there are over 225 programs at 31 separate installations.

**Statistics are current as of 2 Dec 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 3,570 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.



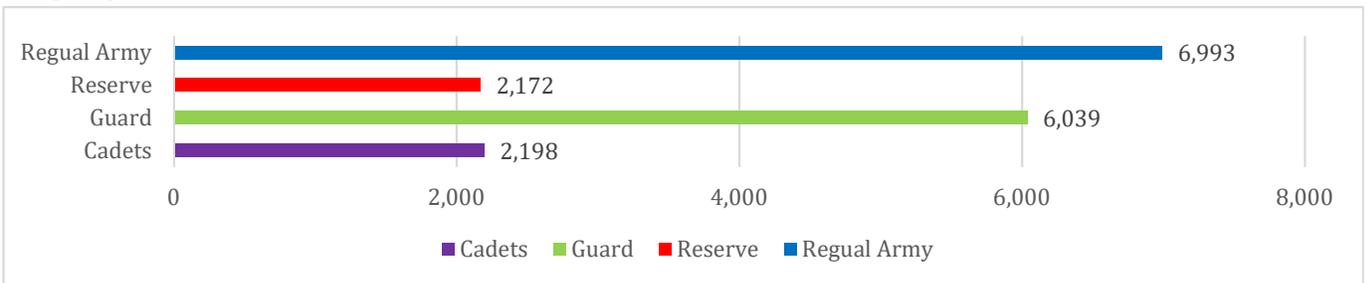
ARMY PARTNERSHIP FOR YOUTH SUCCESS

Army Partnership for Youth Success

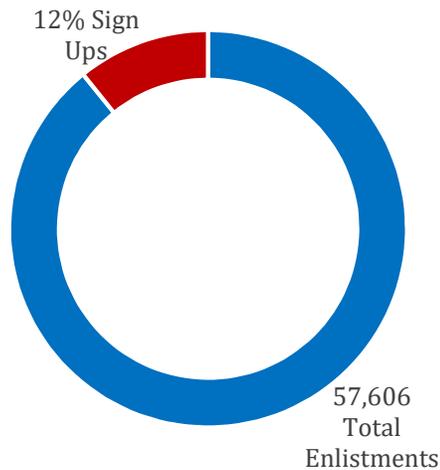
OVERVIEW

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.

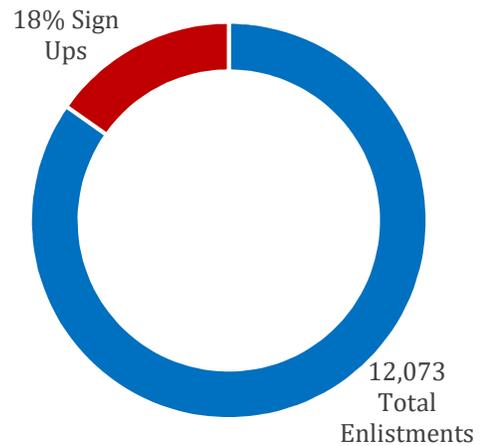
FY21 Sign-up Statistics for Soldiers and Cadets



Regular Army PaYS Sign-ups



Army Reserve PaYS Sign-ups



Interviews and Hires

In FY21, the PaYS program reported 356 interviews and 182 hires for Regular Army transitioning Soldiers.

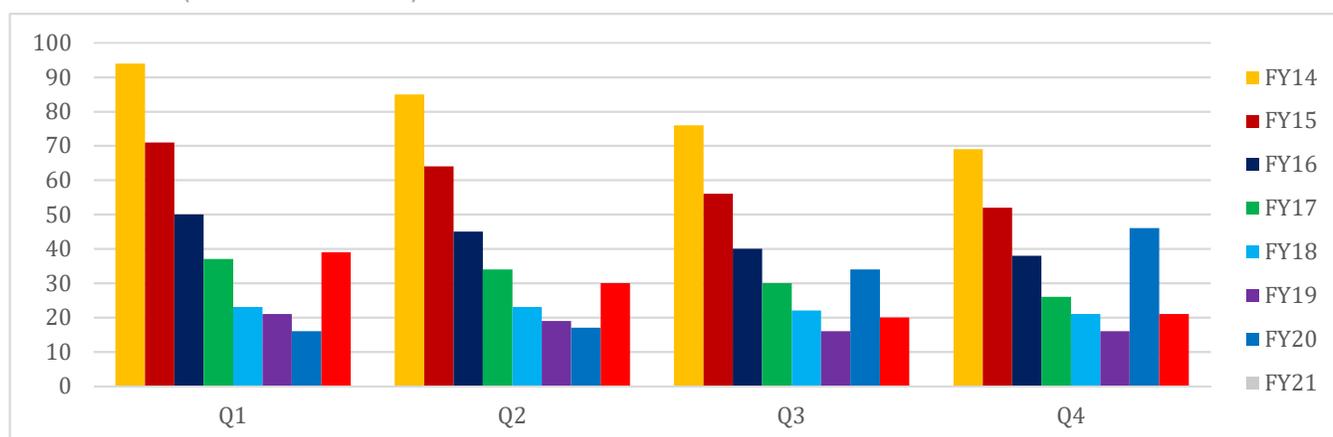
UNEMPLOYMENT COMPENSATION FOR THE ARMY

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 FY20 ^A	STATE UNEMPLOYMENT RATE ^B	STATE UNEMPLOYMENT RANKING ^B	STATE RANKING FOR TRANSITIONING SOLDIERS ^C
TEXAS	\$32,071,675	7.2	36	1
CALIFORNIA	\$14,174,403	9.0	49	2
WASHINGTON	\$8,743,363	7.1	35	8
NEW JERSEY	\$6,135,872	7.6	41	26
NEW YORK	\$5,582,733	8.2	46	10

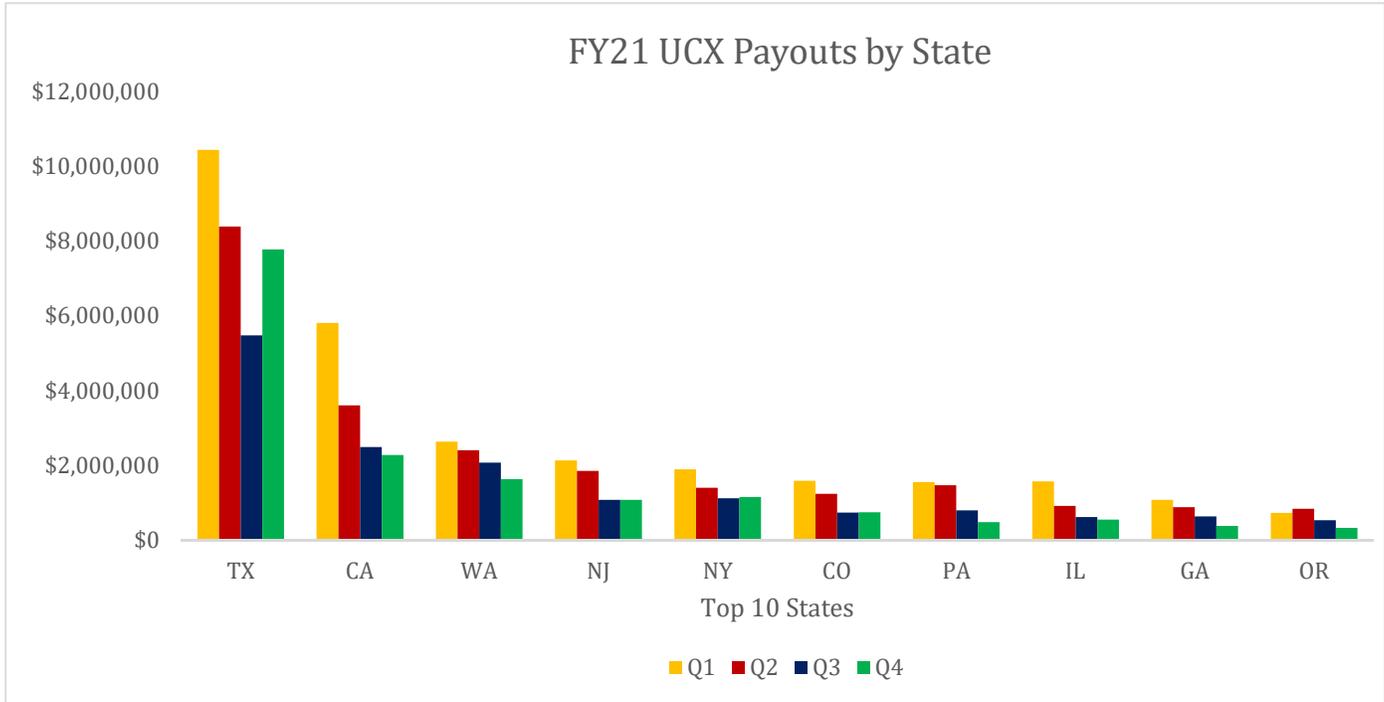
Note: UCX = Unemployment Compensation for Ex-Servicemembers

- 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 FY21. 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 **75%** of all UCX payouts.

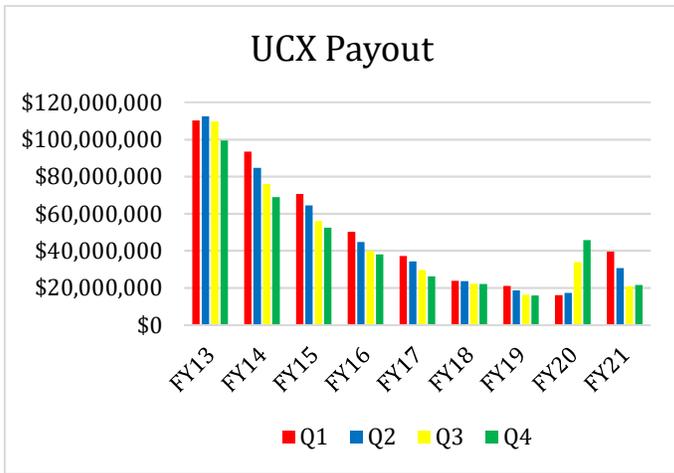


STATE	Q1	Q2	Q3	Q4	TOTAL
TX	\$10,438,397	\$8,384,158	\$5,479,243	\$7,769,876	\$32,071,675
CA	\$5,804,971	\$3,604,617	\$2,489,729	\$2,275,085	\$14,174,403
WA	\$2,632,921	\$2,404,736	\$2,072,342	\$1,633,364	\$8,743,363
NJ	\$2,131,035	\$1,852,023	\$1,076,406	\$1,076,406	\$6,135,872
NY	\$1,899,385	\$1,402,470	\$1,125,131	\$1,155,747	\$5,582,733
CO	\$1,591,819	\$1,242,547	\$738,273	\$746,480	\$4,319,119
PA	\$1,560,382	\$1,468,120	\$800,915	\$485,054	\$4,314,471
IL	\$1,570,934	\$914,340	\$619,057	\$548,893	\$3,653,224
GA	\$1,079,484	\$887,204	\$634,223	\$380,366	\$2,981,277
OR	\$732,517	\$841,664	\$535,224	\$330,470	\$2,439,875
				Total	\$84,416,012

FY21 UCX DATA

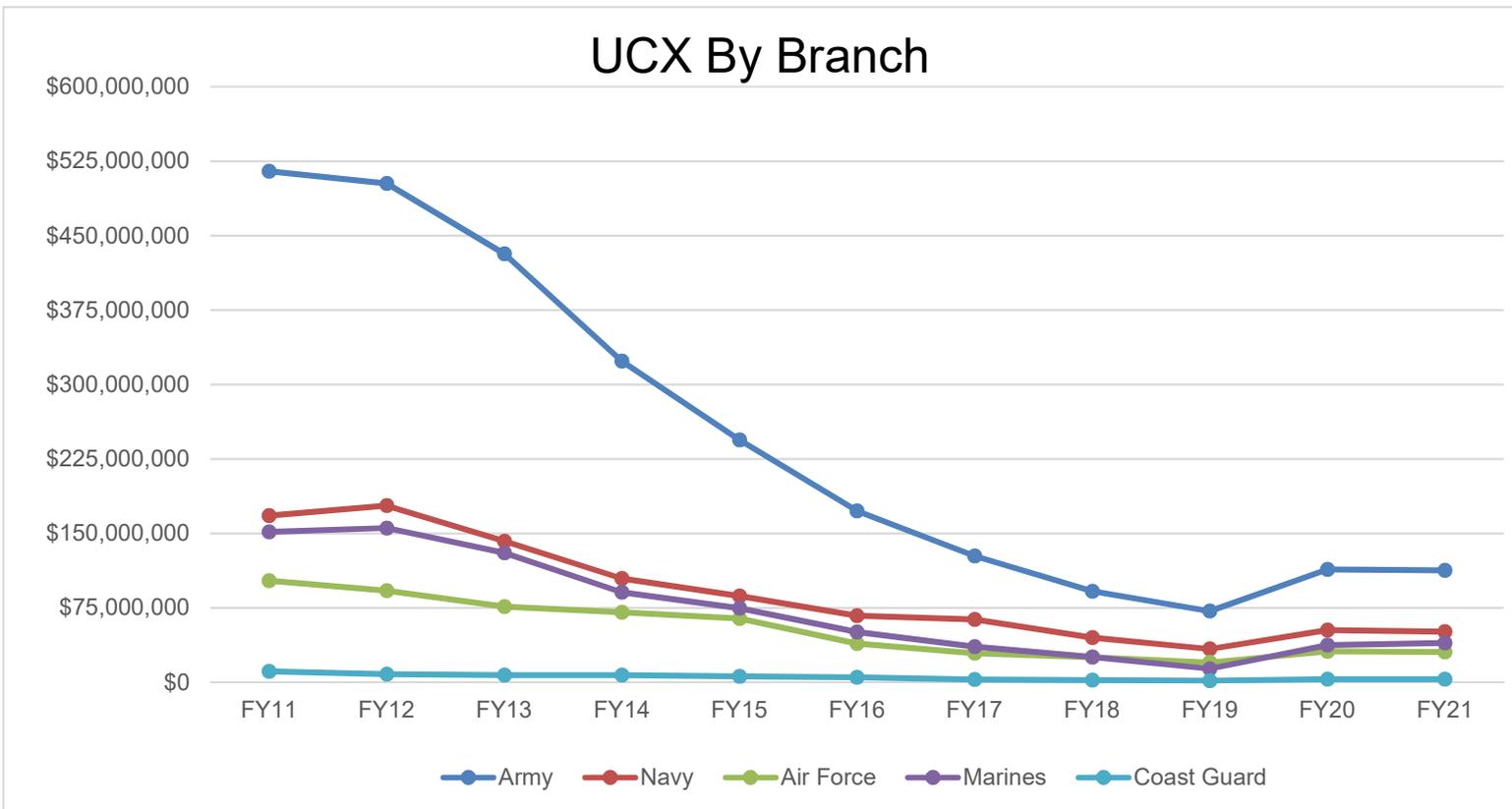
FY21 UCX Data

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,



	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

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

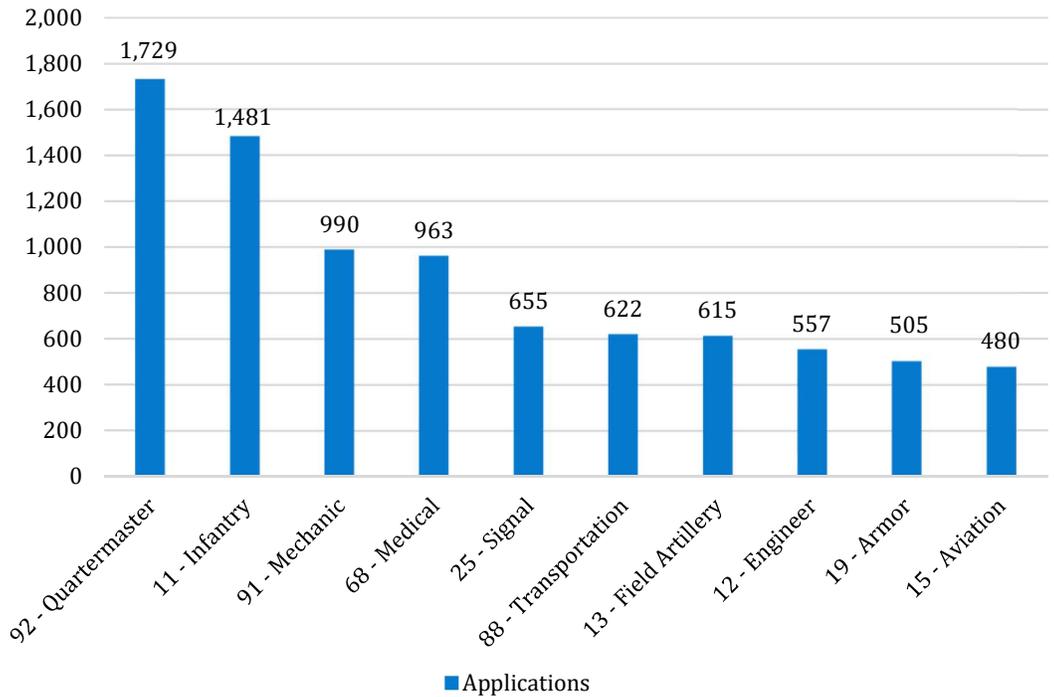


FY21 UCX DATA, CONT.

FY21 UCX Data, Cont.

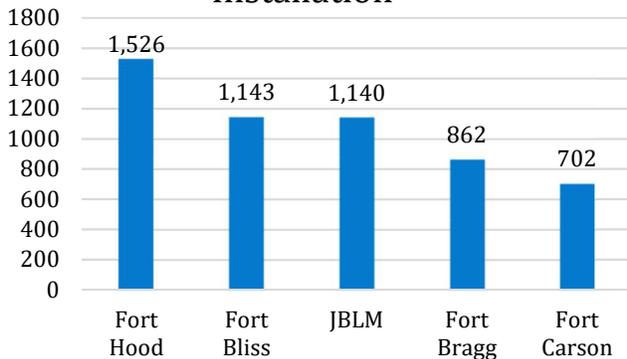
The following charts contain Army Unemployment Compensation (UCX) data that are specific to Regular Army. All numbers are Active Duty Soldiers who have received an Honorable or an Under Honorable Conditions (General) separation type. The top 10 MOS chart shows a breakdown of MOSs and how many applicants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

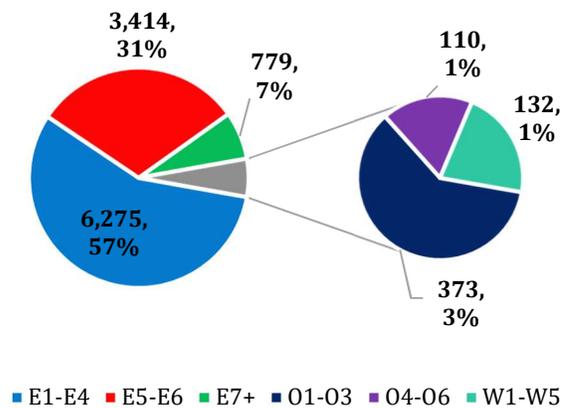


*Not all applicants identified their MOS

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)

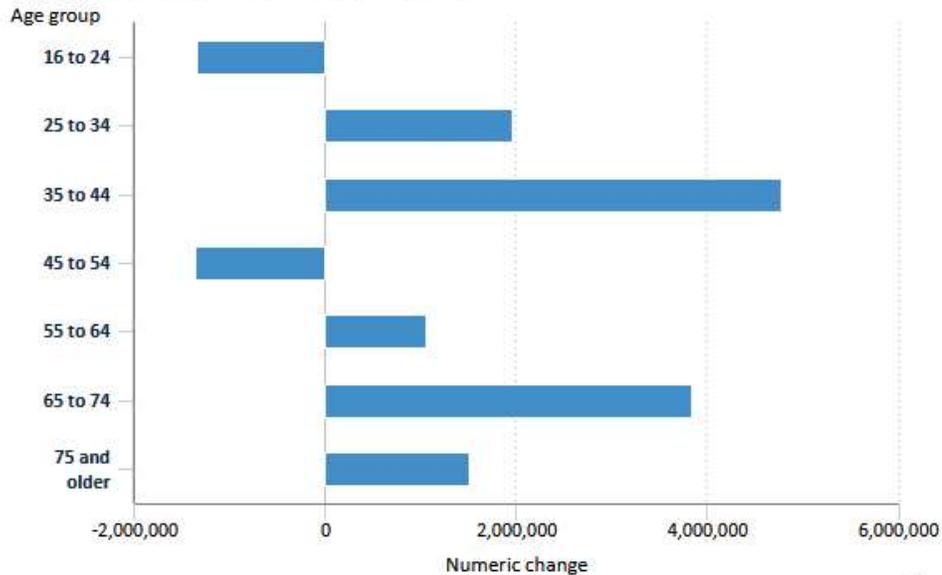
U.S. ECONOMIC LABOR REPORT

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



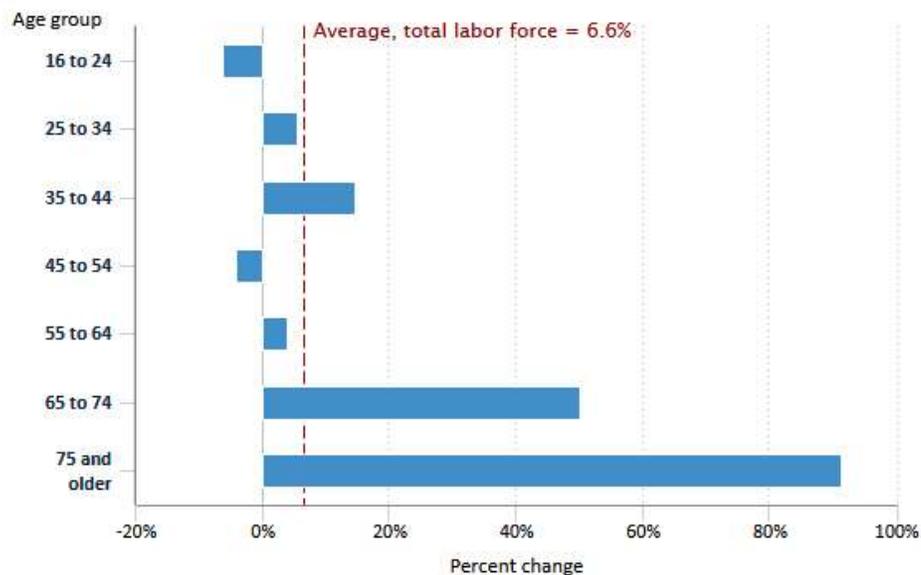
U.S. Bureau of Labor Statistics (2017b)

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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