



# The Army Career & Alumni Program

A Leader's Perspective

# ACAP...

- ★ Is congressionally mandated and Army policy
- ★ Is a program that enables Soldiers to capitalize on their Army experience and skills
- ★ Is a benefit of your service – you and your Soldiers have earned the time to attend ACAP
- ★ Contributes to Army retention. Annually, thousands of Soldiers reenlist after weighing their options at ACAP.
- ★ Contributes to Army recruiting. It is a lasting image of the Army your Soldiers take with them.

# ACAP Provides...

- ★ Congressionally-mandated services for transition assistance, including
  - Preseparation briefings
    - Documented by DD Form 2648 (Active Component)
    - Documented by DD Form 2648-1 (Reserve Component)
    - Required for final separation processing
  - Initial Counseling/Individual Transition Plan
  - Department of Veterans Affairs (VA) Benefits workshop
  - Department of Labor (DOL) Employment Workshop (EW)
- ★ Job Search and Assistance Skills
  - Job Assistance Training
  - Employment counseling
  - Automated tools for resume, interview preparation, job search
  - Job fairs, employer days and hiring events
  - 24/7 Soldier access through
    - ACAP Call Center – 800-325-4715
    - ACAP Virtual Center – [signup on Facebook \(http://ow.ly/9Kw9M\)](http://ow.ly/9Kw9M)
- ★ Compliance tracking through ACAP XXI



# ACAP Eligibility

- ★ Congress set basic eligibility standards for all military personnel to ensure they would have sufficient time to take advantage of available services.
- ★ Active Component and Spouses
  - Retiring Soldiers and Spouses
    - Up to two years before retirement
    - Army policy allows ACAP services for life after retirement
  - Non-retiring Soldiers and Spouses
    - Must start NOT LATER THAN one year before transition
    - Army policy allows ACAP services for up to 180 days after transition
- ★ Demobilizing Reserve Component Soldiers and Spouses
  - Must have 180 days continuous active duty
  - Army policy allows for ACAP services for up to 180 days after transition
- ★ DA Civilians and Spouses
  - Displaced by RIF, BRAC or other action
  - Approved retirement
  - Up to 180 days after retirement or departure from federal service



# A New Direction

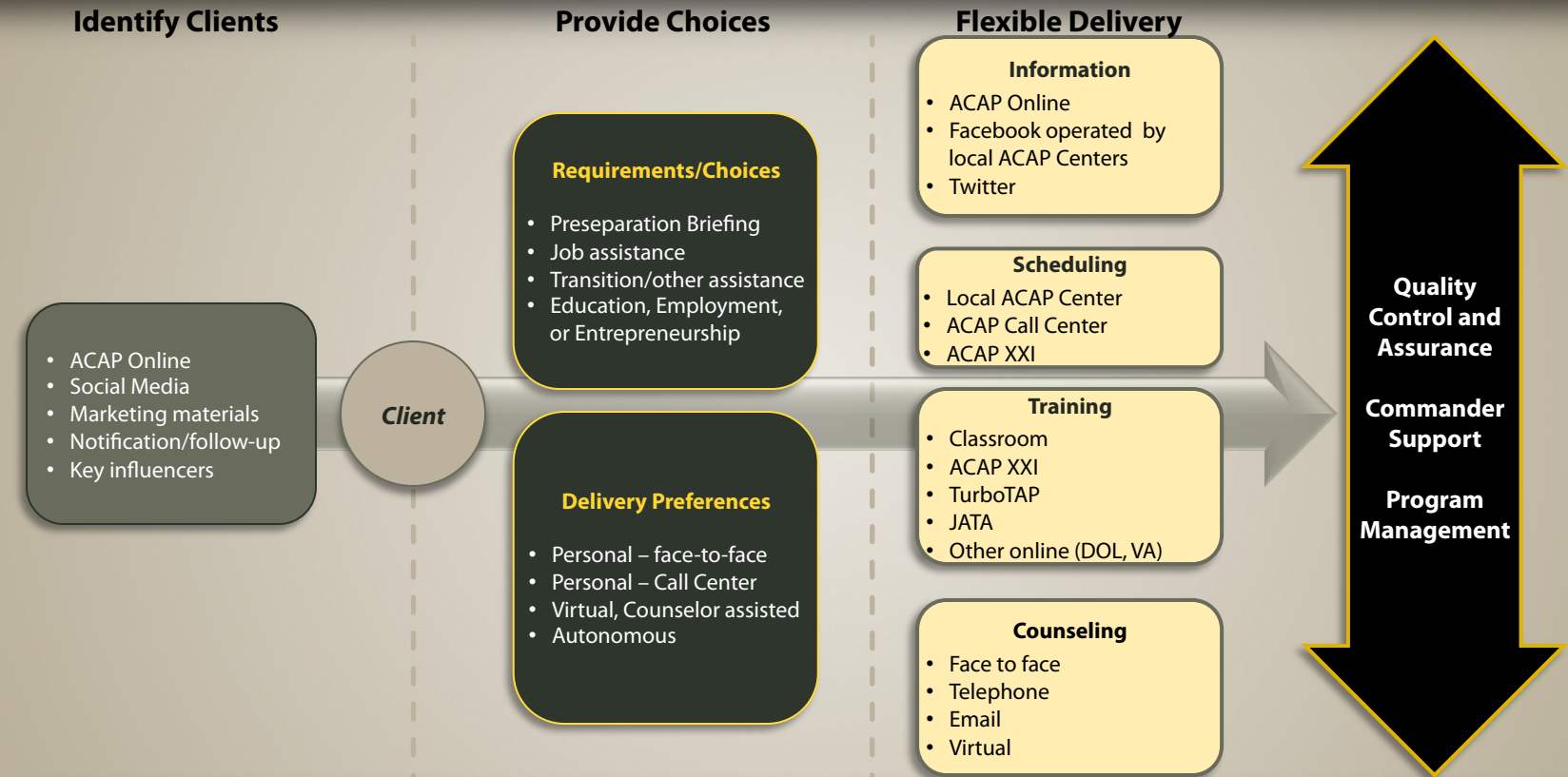
## ★ HQDA EXORD 054-12 – Army Transition

- Designates transition as a commander's program
- Specifies transition readiness metrics
- Identifies the role of ACAP XXI as the commander's reporting system
- Integrates transition into the entire lifecycle of service
- Identifies focal point for synchronizing Units transition program with ACAP
- Reaffirms the partnership between the DOL and VA

## ★ The vision for ACAP

- Choice based
- Flexible delivery – 24/7 access to services; bricks-and-mortar locations, a fully-staffed call center, or virtual delivery
- Enhanced support to Commanders through detailed reports
- Increased support to Guard and Reserve

# Putting ACAP into action



## ACAP XXI

- Single, common database for use by clients, staff, installations, Guard/Reserves, Army leaders
- Seamlessly integrates documentation of virtual and face-to-face services
- Schedules and tracks client participation in Army, DOL and VA training events – database of record for performance against Army transition readiness goals
- The Commander's tool for a Commander's program





# ACAP by the Numbers

138,111 served in FY11

53 ACAP Centers and Satellites

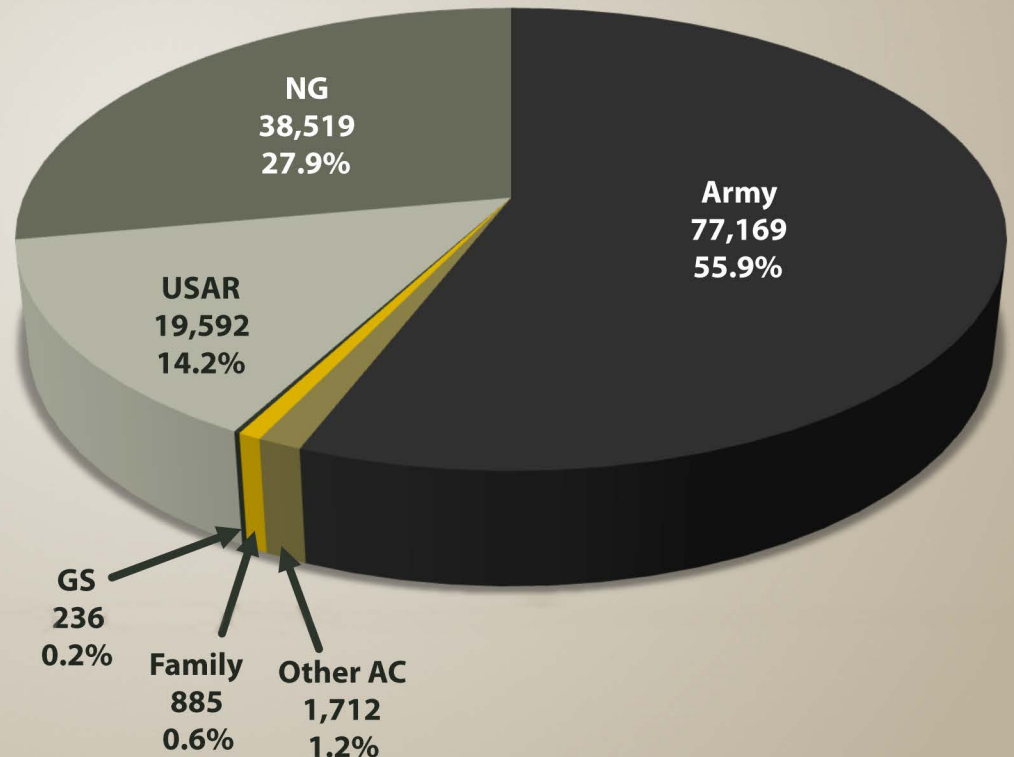
Call Center with 24/7  
virtual counseling

Operates in US and 4 countries

More than 2,800 registered  
employers

12,813 PEBLO registrants

More than 2.3 million served  
over more than 20 years





# The Way Ahead

- ★ Closer integration and outreach with Commanders and retention NCOs/ Career Counselors
- ★ Support to evolving Army transition program direction
- ★ Enhanced virtual capabilities through integration with VA briefing and DOL Employment Workshop (DOL EW) courseware
- ★ Possible opening of permanent ACAP Centers in Kuwait and Afghanistan
- ★ Local ACAP Centers may offer enhanced transition programs to include: financial planning seminars and SBA classes on how to start a business

# Why Support ACAP?

- ★ **Take Care of Your Soldiers:** Your Soldiers have contributed to your mission's success. You can contribute to your Soldiers' future success by promoting ACAP.
- ★ **Take Care of Your Unit:** Annually thousands of Soldiers decide to reenlist. ACAP helps them to compare the benefits of reenlistment with what they can do in the private sector. Supporting ACAP participation shows non-transitioning Soldiers that you will be there for them.
- ★ **Take Care of the Army:** ACAP supports both AC and RC recruiting. ACAP can help the Army prevent unemployment compensation costs by preparing transitioning Soldiers to find employment. Our veterans and retirees are our Army Ambassadors who can help Army recruiting. How we treat them as they leave active duty will determine what they tell potential recruits.
- ★ **Take Care of the Country:** Army training and experience prepares veterans and retirees to succeed in meaningful jobs. Our national and public welfare depends on our transitioning Soldiers to strengthen our communities and economy.



# How You Can Help

- ★ Ensure Soldiers start their ACAP services 12 months before transition date or 24 months before retirement date
- ★ Support your Soldiers' decision to transition
- ★ Ensure your Soldiers attend all scheduled transition training and briefings
- ★ Familiarize yourself with what success looks like by viewing our Success Stories on [YouTube](#)

# For more information about ACAP

- ★ Review the program details by reading HQDA EXORD 054-12 (dtd: 29DEC11)
- ★ Contact your [local ACAP Center](#) located in 53 sites worldwide
- ★ Contact our 24/7 Call Center at **800-325-4715**
- ★ Visit our social media sites
  - [Facebook](#)
  - [YouTube](#)
- ★ Register for our [Virtual Center](#)
- ★ Visit [ACAP Online](#)

