

Department of Defense

INSTRUCTION

NUMBER 1332.36 February 14, 1994 Incorporating Through Change 2, March 10, 1995

ASD(P&R)

SUBJECT: Preseparation Counseling For Military Personnel

References: (a) Assistant Secretary of Defense (Personnel and Readiness) Memorandum, "Transition Assistance Program Preseparation Counseling," November 5, 1993 (hereby canceled)

- (b) DoD Directive 1332.35, "Transition Assistance For Military Personnel," December 9, 1993
- (c) Public Law 101-510, "National Defense Authorization Act for Fiscal Year 1991," November 5, 1990, as amended
- (d) Public Law 102-484, "National Defense Authorization Act for Fiscal Year 1993," October 23, 1992, as amended
- (e) through (i), see enclosure 1

1. PURPOSE

This Instruction supersedes reference (a), and establishes policy, assigns responsibilities, and prescribes procedures for the conduct of the Transition Assistance Program preseparation counseling, as provided by references (b), (c), (d), and (e) for active duty Service members and their spouses.

2. APPLICABILITY AND SCOPE

This Instruction applies to:

2.1. The Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Unified Combatant Commands; and the Defense Agencies (hereafter referred to collectively as "the DoD Components"). The term Military Services" as used herein, refers to the Army, the Navy, the Air Force, and the Marine Corps.

2.2. All active duty Service members and their spouses.

3. DEFINITION

<u>Transition Assistance Program Counselor</u>. A person charged with the responsibility of conducting transition programs. Examples include personnel assigned to family centers, military personnel offices, unit transition counselors, and as command career counselors.

4. <u>POLICY</u>

It is DoD policy that:

4.1. Preseparation counseling shall be made available at least 90 days before separation to all Service members who are being discharged, retired, or otherwise released from active duty (hereafter referred to collectively as "separating Service members").

4.2. The purpose of preseparation counseling is to ensure all active duty separating Service members have the opportunity to be made aware of the transition services and benefits available to assist them and their spouses in adjusting to civilian life.

5. <u>RESPONSIBILITIES</u>

5.1. The Under Secretary of Defense for Personnel and Readiness shall:

5.1.1. Monitor and evaluate the effectiveness of preseparation counseling.

5.1.2. Modify and reissue policy guidance, as required.

5.2. The Secretaries of the Military Departments shall:

5.2.1. Ensure compliance with this Instruction.

5.2.2. Coordinate with the Under Secretary of Defense for Personnel and Readiness before promulgating preseparation counseling policies or regulations.

6. PROCEDURES

6.1. The Military Services shall develop procedures to ensure separating Service members are identified as early as possible to their respective Transition Assistance Program Counselors. The following procedure, or a similar one, shall be developed:

6.1.1. Each quarter, Transition Assistance Program Counselors shall be provided a listing of:

6.1.1.1. Projected separations for the next 6 months.

6.1.1.2. Actual separations for the previous quarter.

6.1.2. Transition Assistance Program Counselors shall use this data to help ensure separating Service members are afforded the opportunity to receive preseparation counseling and use transition assistance programs. Counselors shall advise unit commanders if separating personnel are not being afforded the opportunity to receive preseparation counseling.

6.2. Transition Assistance Program Counselors shall use DD Form 2648, "Preseparation Counseling Checklist" (enclosure 1), to document preseparation counseling and it shall be signed by the Service member and his or her counselor. A signed original of the DD Form 2648 shall be placed in the Service record of each member, and retained as a part of the permanent record.

6.3. The Military Services shall ensure separating Service members assigned to remote locations, or other sites where it is not possible to obtain face-to-face preseparation counseling, are allowed access to a Transition Assistance Program Counselor, regardless of Service affiliation, through Service-funded TDY/TAD of the Service member or Counselor, whenever possible. The Service member's command is responsible for ensuring that face-to-face preseparation counseling and DoD and/or Service publications are available to its personnel. At a minimum, in no case shall a Service member be separated without having the opportunity to review applicable DoD or Service publications describing transition services and benefits and sign DD Form 2648. Transition Assistance Program Counselors at separation sites for Service members assigned to remote locations or other sites where it is not possible to obtain face-to-face counseling, shall review the DD Form 2648 with separating Service members and sign it. The signed original of the form shall then be filed in the Service record.

6.4. Preseparation counseling shall consist of briefings on transition services and the separation benefits in the chart at enclosure 3 and discussed in subparagraphs 6.4.1. through 6.4.11., below. Transition Assistance Program counselors shall use the Service member's projected Separation Program Designation code, characterization of service, and the chart at enclosure 3 to help ensure that they correctly counsel Service members being involuntarily separated under other than honorable conditions, or those voluntarily separating under the Special Separation Benefit (SSB) or Voluntary Separation Incentive (VSI) programs, on their separation benefits. In some cases, public law requires separating Service members to apply for a benefit within a specified period of time. Applicable time limits are specified in subparagraphs 6.4.1. through 6.4.11., below, and start on the Service member's date of separation or after verification of eligibility (upon completion of a DD Form 1173, "Uniformed Services Identification and Privilege

Card," whichever is later.) See the Assistant Secretary of Defense for Force Management and Personnel Memorandum (reference (f)) for additional guidance on verification of eligibility.

6.4.1. Assistance with creating and executing a detailed individual transition plan. The plan shall include, but not be limited to, the following:

6.4.1.1. The Service member's (and spouse as desired) post-military Service employment, education, training, and/or other objectives.

6.4.1.2. The transition services the Service member and spouse will need to help them achieve their objectives, and transition benefits for which the member is eligible.

6.4.1.3. Which installation or community agency will deliver the services or benefits, their location, point of contact, and telephone number.

6.4.1.4. When the services will be delivered.

6.4.1.5. Other available counseling or services that the Service member indicates will be needed to assist with his or her transition.

6.4.2. Effects of a career change (for example, change in personal identity, stress, and impact on other family members).

6.4.3. Employment assistance, to include but not limited to, the following:

6.4.3.1. Importance and use of DD Form 2586, "Verification of Military Experience and Training." Ideally, Service members shall receive this form at least 120 days before their separation date. Transition Assistance Program Counselors shall encourage Service members to use this information to assist them in converting their military training and skills into language civilian employers will understand.

6.4.3.2. Department of Labor Transition Assistance Program Workshop and Service or installation-sponsored transition assistance programs and seminars.

6.4.3.3. Defense Outplacement Referral System. Transition Assistance Program Counselors shall encourage Service members to use this electronic link to employers, as well as ensuring they explain to separating Service members the importance of using all available job-hunting tools.

6.4.3.4. Public and Community Service. Transition Assistance Program Counselors shall encourage separating Service members to consider public and community service as an employment option and advise Service members that registration for public and community service is mandatory for early retirement under Pub. L. No. 102-484, Section 4403 (reference (d)).

6.4.3.5. Transition Bulletin Board (TBB). Transition Assistance Program Counselors shall advise Service members of the availability of job announcements and other transition-related services announced on the TBB, and the Importance of periodically reviewing the TBB.

6.4.3.6. Special placement programs such as teacher and teacher aide certification and placement program. Transition Assistance Program Counselors shall ensure they provide eligible separating Service members with information about special placement programs. Information shall include, as a minimum, basic eligibility requirements for these programs, points of contact for obtaining further guidance, and application procedures.

6.4.3.7. Federal employment opportunities. Transition Assistance Program Counselors shall advise separating Service members of the availability of information regarding Federal employment opportunities, and shall provide information to interested Service members.

6.4.3.8. One-time hiring preference for nonappropriated fund jobs. Transition Assistance Program Counselors shall advise involuntarily separating personnel meeting the criteria outlined in Pub. L. No. 101-510, Section 502, as amended (reference (c)), or personnel who are voluntarily separating under Pub. L. No. 102-190, Section 661 (SSB) or Section 662 (VSI), as amended (reference (g)), that they shall receive preference one time for nonappropriated fund jobs.

6.4.3.9. Job Fairs. Job fairs, which bring together civilian employers interested in hiring former military personnel, are sponsored by installations, communities, veteran service organizations, and overseas, by the Department of Defense. Transition Assistance Program Counselors shall encourage separating Service members to attend as many fairs as possible.

6.4.3.10. State employment agency services and America's Job Bank.

6.4.4. Relocation assistance, including but not limited to:

6.4.4.1. Excess leave or permissive temporary duty (TDY)/permissive temporary assigned duty (TAD). Service members may request excess leave or permissive TDY/TAD, but not both.

6.4.4.2. Travel and transportation allowances. Service members are eligible for shipment and 1-year storage of household goods and home of selection move. Those Service members separating with less than 8 years service or those

discharged under adverse conditions are eligible to request shipment of household goods and 6-months storage of household goods and home of record move.

6.4.4.3. Continued use of military family housing for up to 180 days after separation on a space available basis, subject to Status of Forces Agreements overseas. Extensions apply to Service members involuntarily separating from active duty meeting the criteria outlined in Pub. L. No. 101-510, Section 502, as amended (reference (c)), or personnel separated under Pub. L. No. 102-190, Section 661 (SSB), or Section 662 (VSI), as amended (reference (g)), and who were separated during the nine-year period beginning October 1, 1990. Service members remaining in military family housing shall be charged rent equivalent to the Basic Allowance for Quarters and Variable Housing Allowance or Overseas Housing Allowance for that location and their former pay grade.

6.4.4.4. Commissary and exchange privileges. Personnel involuntarily separating from active duty who meet the criteria outlined in Pub. L. No. 101-510, Section 502, as amended (reference (c)), or personnel who are voluntarily separated under Pub. L. No. 102-190, Section 661 (SSB), or Section 662 (VSI), as amended (reference (g)), and who were separated during the 9-year period beginning October 1, 1990, shall be extended commissary and exchange privileges for a period of 2 years after separation, subject to the Status of Forces Agreements overseas.

6.4.4.5. Department of Defense Dependents Schools extensions, subject to Status of Forces Agreements overseas, and providing each child has completed the 11th grade by the Service member's date of separation. Extensions apply to the dependents of Service members involuntarily separating from active duty who meet the criteria outlined in Pub. L. No. 101-510, Section 502, as amended (reference (c)), or personnel who are voluntarily separated under Pub. L. No. 102-190, Section 661 (SSB), or Section 662 (VSI), as amended (reference (g)), and who were separated during the nine-year period beginning October 1, 1990.

6.4.5. Education and training assistance, to include but not limited to:

6.4.5.1. Pub. L. No. 98-525 (1984), as amended (reference (h)) (commonly referred to as the "Montgomery G.I. Bill"), and Pub. L. No. 94-502 (1976), as amended (reference (i)) (commonly referred to as the "Veterans' Educational Assistance Program").

6.4.5.2. Job training opportunities under Pub. L. No. 97-300 (1982), as amended (commonly referred to as the "Job Training Partnership Act"), reference (j). Members have 180 days after separation to apply, and shall be encouraged to check on their eligibility with their State employment office before they separate from active duty.

6.4.5.3. Service Members Occupational Conversion and Training Program. Service members must not have been discharged under other than honorable conditions after August 1, 1990, and must have served on active duty for more than 90 days or have been released because of a service-connected disability. In addition, Service members must meet one of the following criteria: have a primary or secondary military occupational specialty that is not readily transferable to the civilian workforce, or be unemployed at the time of application for 8 of the 15 weeks immediately prior to application, or be entitled to compensation from the Department of Veterans Affairs for a service-connected disability rated 30 percent or more or would be if not for receipt of military retired pay. Transition Assistance Program Counselors shall encourage eligible Service members to contact the local Department of Veterans Affairs regional office to apply.

6.4.5.4. Importance and use of DD Form 295, "Application for the Evaluation of Learning Experiences During Military Service." This form assists post-secondary civilian educational institutions in evaluating and awarding academic credit for military education and training.

6.4.6. Transitional healthcare and life insurance:

6.4.6.1. Separating Service members are eligible to purchase continued health insurance for a period of 18 months, including pre-existing conditions coverage. They are eligible for Department of Veterans Affairs (VA) care. Separating Service members shall also be made aware that dental care insurance under the DELTA Dental Plan does not continue after separation. Separating Service members are also eligible to convert their Servicemen's Group Life Insurance to Veteran's Group Life Insurance.

6.4.6.2. Service members involuntarily separating from active duty meeting the criteria outlined in Pub. L. No. 101-510, Section 502 (reference (c)), or personnel who are voluntarily separating under Pub. L. No. 102-190, Section 661 (SSB), or Section 662 (VSI), as amended (reference (g)), who were separated during the 9-year period beginning October 1, 1990, and who have fewer than 6 years of service and their dependents are eligible for 60 days of transitional healthcare, to include services and benefits normally covered by the Civilian Health and Medical Program of the Uniformed Services (CHAMPUS). Service members separating under the previously listed provisions who have 6 or more years of service and their dependents are eligible for 120 days of transitional healthcare, to include services and benefits normally covered by CHAMPUS. Transitional healthcare starts on the Service member's date of separation, is not retroactive, and is provided on the same priority as to dependents of active duty personnel.

6.4.7. Finances:

6.4.7.1. Financial management assistance includes, but is not limited to, counseling on financial management, unemployment compensation, VA loans, other Government grants and loans, and recoupment of separation pay for retired pay or disability compensation, and the related tax effects of the pay or recoupment.

6.4.7.2. Separation Pay. Service members may be eligible for severance pay, separation pay and pay at separation. Severance pay and separation pay eligibility and amounts are determined by the type of separation, i.e., involuntarily separated or voluntarily separated under VSI or SSB. Service members may also be eligible for final pay at separation that consists of earned entitlements and pay for accumulated leave. That amount will be reduced by taxes withheld, outstanding balances on advance pay received, unearned bonus recoupment and other debts. In addition, some transactions may be in process that could result in additional payments to the Service member after separation or create a debt. Service members are responsible for repayment to the Government of all debts owed.

6.4.8. Counseling for all separating Service members on National Guard and Reserve opportunities. In addition, Service members separating from active duty during the 9-year period beginning October 1, 1990, have priority affiliating with the National Guard or Reserve over other equally qualified applicants for existing or projected vacancies within the unit to which the separating Service member applies. This priority applies to Service members who apply to become a member of a National Guard or Reserve unit within 1 year of their separation.

6.4.9. Disabled veterans benefits, including but not limited to the Disabled Transition Assistance Program and VA disability benefits.

6.4.10. Use of revenue-generating (for example, clubs, bowling centers, golf courses) Morale, Welfare, and Recreation facilities. Service members who, upon separation, will be entitled to a DD Form 2, "Armed Forces of the United States Geneva Convention Identification Card (Reserve)," and/or DD Form 1173-1, "Department of Defense Guard and Reserve Family Member Identification Card," shall be permitted to use Morale, Welfare, and Recreation revenue-generating facilities.

6.4.11. State and territory of residence veteran's assistance programs. Many States and territories offer financial help and programs to veterans unique to that State or territory. Transition Assistance Program Counselors shall encourage separating Service members to seek out and utilize this assistance to further their transition to civilian life.

6.4.12. Other topics, as appropriate.

6.5. Transition Assistance Program Counselors shall refer Service members and their families, as appropriate, to the applicable agency for additional in-depth counseling on the subjects outlined in subparagraphs 6.4.1. through 6.4.11., above, or provide the in-depth counseling themselves.

7. <u>EFFECTIVE</u> <u>DATE</u>

This Instruction is effective *immediately*.

Edwin Dorn Under Secretary of Defense for Personnel and Readiness

Enclosures - 3

- E1. References, continued
- E2. DD Form 2648, "Preseparation Counseling Checklist"
- E3. Transition Benefits Eligibility Chart

E1. ENCLOSURE 1

<u>REFERENCES</u>, continued

- (e) Public Law 103-160, "National Defense Authorization Act for Fiscal Year 1994," November 30, 1993
- (f) Assistant Secretary of Defense (Force Management and Personnel) Memorandum, "Policy Changes for Transition Assistance Initiatives," June 7, 1991
- (g) Public Law 102-190, "National Defense Authorization Act for Fiscal Years 1992 and 1993," December 5, 1991, as amended
- (h) Public Law 98-525, "National Defense Authorization Act for Fiscal Year 1985," October 19, 1984, as amended
- (i) Public Law 94-502, "Veterans" Education and Employment Assistance Act of 1975," October 15, 1976, as amended
- (j) Public Law 97-300, "Job Training Partnership Act," October 13, 1982, as amended

E2. ENCLOSURE 2

DD FORM 2648, "PRESEPARATION COUNSELING CHECKLIST"

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ROUTINE USES:	None			
DISCLOSURE:	Voluntary; how appropriate rec		Number is strictly to assure proper id	entification of the individual and
As a separating Ser	vice member, a	fter receiving basic preseparat	tion information and completing th	is checklist, you and your spouse (
applicable) are entit	led to receive as	sistance in developing an ITP ar	id individual counseling based on the	e areas of interest you have identifie
on the checklist. T	he preseparation	n checklist addresses a variety	of transition services and benefits 1	to which you may be entitled. Ea
individual is strong	y encouraged to	take advantage of the opport	unity to develop an ITP. The purpos	e of an ITP is to identify education
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DD Form 2648, SEP 93 (BACK)

E3. ENCLOSURE 3

TRANSITION BENEFITS ELIGIBILITY CHART

IF SERVICE	AND THE SEPARATION PROGRAM DESIGNATION (SPD) CODE IS:	THEN SERVICE MEMBER MAY BE ELIGIBLE FOR (1):									
MEMBER IS:		1-YEAR HOUSE- HOLD GOODS STORAGE	HOME OF SELECTION MOVE	180-DAY EXTENSION IN MILITARY FAMILY HOUSING	COMMISSARY AND EXCHANGE PRIVILEGES FOR 2 YEARS	MONTGOMERY GI BILL ENROLLMENT OR VETERANS EDUCATION ASSISTANCE PROGRAM CONVERSION	MEDICAL AND DENTAL CARE	PRIORITY AFFILIATION WITH THE GUARD OR RESERVE	CONTINUED HEALTH INSURANCE, INCLUDING PRE- EXISTING CONDITIONS COVERAGE	ONE-TIME NAF HIRINO PREFERENCE	EXTENSION IN DODDS FOR CHILDREN IN THEIR SENIOR YEAR
SEPARATING UNDER THE VSI/SSB PROGRAM	FCA/KCA/MCA/FCB/KCB/MCB	YES	YES	YES	YES	YEŠ	YES	YES	YES	YES	YES
INVOLUNTARILY SEPARATING UNDER OTHER THAN ADVERSE CONDITIONS (2)	(See footnote 3)	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES

NOTES:

INCLES: 1. Transition assistance program counselors should provide specific benefit eligibility information to Service members or refer them to the appropriate office for further information. 2. Military Service members shall be considered to be involuntarily separated if he or she was on active duty or full time National Guard duty on September 30, 1990 or on or after November 30, 1993, and have been separated under other than adverse conditions. "Under other than adverse conditions" is defined as service characterized as "Honorable" or "General (under honorable conditions)."