



The Adjutant General Directorate

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Determining "at risk" based on UCX

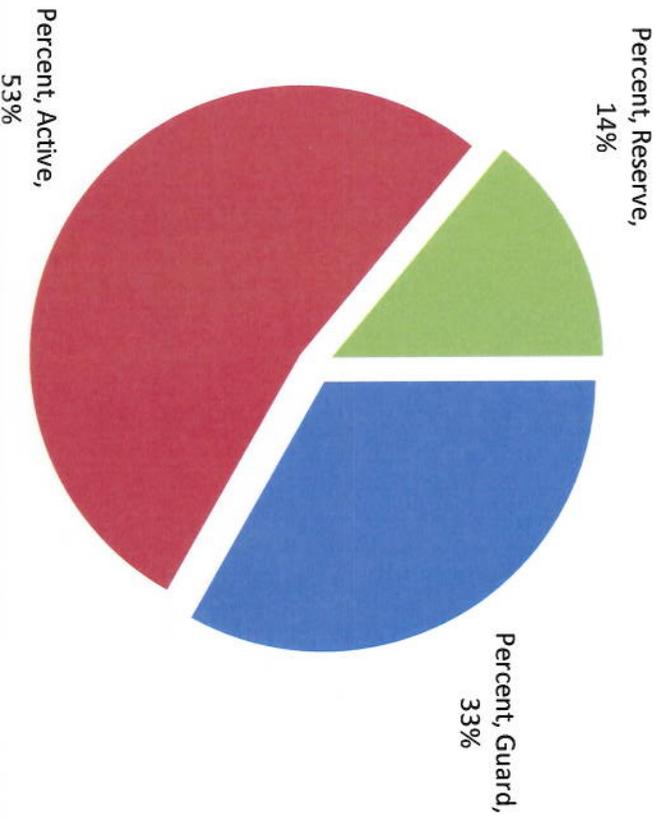
Intelligence drives operations
Strategic plans require strategic intelligence



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Percent of Transitioning Service Members Who Applied to Receive UCX Payments



Compo	Trans Soldiers/Percentage	% of UCX cost	Ratio	Cost per capita
RA	88K/130K	67%	1 : 0.79	\$3,011
ARNG	30K/130K	23%	1 : 1.43	\$5,167
USAR	12K/130K	9%	1 : 1.56	\$6,583
				\$3,846 (Total)



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UCX Facts

- 50% all claims are AC E6 & Below
- 39% of all claims are RC E6 & Below

UCX by Rank

Rank	AC	ARNG	USAR
E1-E4	66%	61%	50%
E5-E6	27%	26%	28%
E7-E9	4%	6%	11%
Officers	2%	6.50%	11%

Reserve Component

- 61% of all ARNG claims are E4 & Below
- 87% of all ARNG claims are E6 & Below
- 63% of all claims for SFC & Above are RC
- 75% of all officer claims are RC

Active component

- 66% of all AC claims were E4 & below
- 93% were E6 and below
- Only 2.3% were officers --- 25% of these are retirements
- 79% of E3 and below leave active duty for other reasons (20% admin, 28% conduct, 29% disability, 21% completion of active duty)



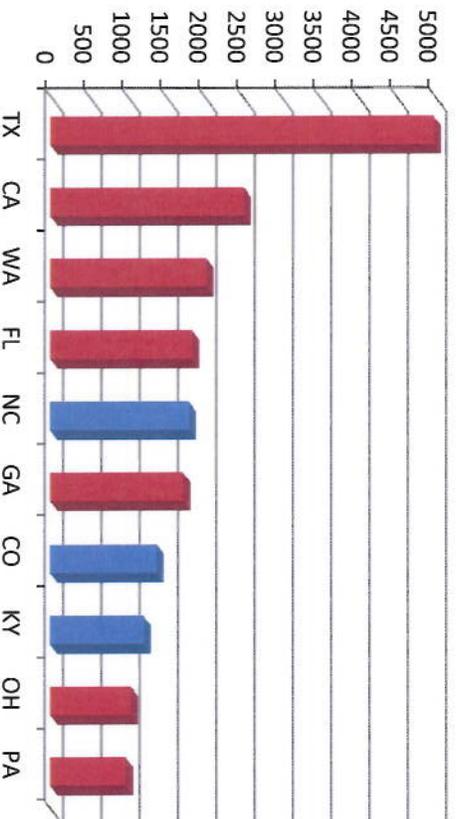
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FY12 UCX Claims (by state)

Claims per State



Veteran to non-veteran by state

State	Post 911	State	Diff
Ohio	19.4	9	(10.40)
California	20	12.1	(7.90)
Indiana	15.7	9	(6.70)
Texas	13.5	8.1	(5.40)
Nevada	18.9	13.7	(5.20)
Washington	13.9	9.6	(4.30)
Georgia	14.2	10.1	(4.10)
Michigan	14.4	11	(3.40)
Florida	12.5	10.9	(1.60)
Pennsylvania	9	8	(1.00)
Alaska	7	6	(1.00)
Illinois	9.4	9.5	0.10
North Carolina	8.9	10.4	1.50
Alabama	9	11	2.00

- 60% of AC Soldiers go to these 10 states after transition
- AC Soldiers go to 7 of the 10 states (in red) which have the worst veteran to non-veteran unemployment rate comparisons (bls.gov 2011); these states improved by 2% on average since (bls.gov March 2013)

• State unemployment rate comparisons provides a better picture and can serve to advise Soldiers during their ITP development (this will require quarterly updated information)

• Coordination with the DOL and local AJC during the DOLEW (5 months prior to transition) can provide updated information and job market analysis in time to react or adjust and assess labor market needs vs. Soldiers knowledge, skills, abilities



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“Total Army... Total Victory” FY12 UCX Claims by MOS (relative UCX)

MOS	Claims	% UCX	% Army	Diff
11B	4293	14.15%	13.68%	103.43%
88M	1780	5.87%	3.40%	172.55%
68W	1417	4.67%	5.22%	89.47%
91B	1294	4.26%	4.08%	104.53%
31B	1203	3.96%	3.54%	112.00%
92F	1086	3.58%	2.11%	169.45%
92Y	1076	3.55%	3.00%	118.21%
92G	1037	3.42%	2.16%	158.23%
92A	1004	3.31%	2.71%	122.11%
13B	951	3.13%	2.32%	135.10%
12B	870	2.87%	2.31%	124.27%
19D	857	2.82%	3.04%	92.82%
25U	848	2.79%	1.93%	144.81%
42A	843	2.78%	2.88%	96.47%
11C	546	1.80%	1.59%	113.49%
74D	525	1.73%	1.54%	112.11%
13F	509	1.68%	1.48%	113.42%
19K	505	1.66%	1.52%	109.70%
12N	382	1.26%	1.00%	125.90%
35F	324	1.07%	1.64%	65.30%
25B	315	1.04%	1.85%	56.01%
35M	308	1.02%	0.80%	127.37%
13D	305	1.01%	0.80%	125.43%
25Q	301	0.99%	1.08%	91.74%
91D	259	0.85%	0.78%	109.81%
89B	245	0.81%	0.64%	125.51%
14T	235	0.77%	0.59%	131.33%

MOS	Claims	% UCX	% Army	Diff
15T	209	0.69%	0.97%	71.08%
88H	174	0.57%	0.39%	147.80%
91H	173	0.57%	0.45%	128.04%
92W	169	0.56%	0.43%	131.01%
91J	158	0.52%	0.32%	161.29%
63B	158	0.52%		
15P	155	0.51%	0.50%	101.64%
88N	147	0.48%	0.50%	97.82%
36B	140	0.46%		
92R	134	0.44%	0.35%	125.40%
25S	133	0.44%	0.78%	55.92%
14E	128	0.42%	0.39%	108.94%
91C	126	0.42%	0.40%	103.94%
94F	125	0.41%	0.23%	180.78%
91L	124	0.41%	0.33%	123.28%
15R	123	0.41%	0.52%	78.29%
92S	122	0.40%	0.22%	183.83%
91M	116	0.38%	0.40%	95.32%
13M	115	0.38%	0.36%	105.66%
35W	114	0.38%		
15U	108	0.36%	0.57%	62.69%
31E	104	0.34%	0.44%	78.68%
94E	101	0.33%	0.31%	108.83%
12W	99	0.33%	0.22%	149.53%
79R	97	0.32%	0.74%	43.11%
68K	97	0.32%	0.37%	87.28%
14S	89	0.29%	0.24%	122.93%



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Risk Factors



Factor	Risk Target	Factor Impact	Percent of UCX cost
Unemployed at Mobilization	RC	Significant	47%
AGE	< 26/First Termmer	Significant	35%
LOCATION	8 states	Moderate	44%
MOS	7 MOSS	Significant	18%
EDUCATION	< Associates	Moderate	17%

- Policy implications:
 - Require all Soldiers, who meet any of these risk factors, complete all components of ACAP.
 - Require RC unemployed to complete TAP prior to mobilization
 - Require all E4 and below to meet TAP components within MLC (E4, E5, E6)
 - Allow Battalion Commanders to “waiver” Soldiers who have a Bachelors’ degree or higher OR a professional certification OR a confirmed job offer