Canadian Armed Forces Transition Group (CAF TG)

Presentation to NATO Veterans of Canada
25 March 2019

Colonel Kevin Cameron, CD
Director Transition Services & Policy (DTSP)
Agenda

• Who are we
• What is Transition
• Why is it important
• What’s the objective
• How will it work
• The Future
Who are we?

Transition Units

- CAF TU British Columbia
- CAF TU Alberta and Northern Canada
- CAF TU Manitoba and Saskatchewan
- CAF TU Southern Ontario
- CAF TU Eastern Ontario
- CAF TU National Capital Region
- CAF TU Quebec
- CAF TU New Brunswick and Prince Edward Island
- CAF TU Nova Scotia and Newfoundland and Labrador

Note: VAC operates 38 area offices across the country and is working at 24 Transition Centres, on or near CAF bases, where VAC is generally co-located with CAF colleagues.
What is Transition?

• Process of change – social, emotional, and psychological adjustment

• Impacts the entire family unit

• More than “Release”

• Requires deliberate preparation

• Retention in the CAF could be an option
Why is this important?

• Transition from military service happens to all of us
• Every member and family will experience transition differently
• It is never too early to start thinking about transition
Members at risk adjusting to civilian life

- Female members with a medical release.
- Members with a non-voluntary release (including medical).
- Female members with less than 20 years of service.
- Members without a family or a marital relationship.
- Members who suffer from chronic health conditions

- 17% Officers
- 29% Senior Non-Commissioned members
- 39% Junior Non-Commissioned members
Domains of Well-Being

- Inter-dependent areas of consideration that are important for a successful transition.

- Engage in activities one finds beneficial and meaningful
- Achieve financial security
- Function well physically, mentally, socially, and spiritually
- Adapt, manage and cope within civilian life
- Maintain mutually supportive relationships and being engaged in the community
- Live in safe, adequate and affordable housing
- Be understood and valued by Canadians
What’s the Objective

• Personalized, professional, and standardized transition services for you and your family
• Determined by your unique career and personal circumstances
• Enable a seamless transition and enhanced well-being
• Special attention to ill and injured personnel, their families and the families of the deceased
How will it work?

As of 1 Apr 2019, a chain of command implemented process:

1. Retention options
2. Receive your My Transition Guide
3. 6 month period to plan/implement your transition.
4. MyVAC account
5. Complete Enhanced Transition Training (DLN)
6. Attend other transition (SCAN / CTW)
7. For medically releasing members, CAF LTD and CAF VRP options
8. Career Transition Services
9. Complete release administration.
10. Utilize the mandatory **30 calendar day window**
11. Mandatory Depart with Dignity
12. Your Chain of command will validate that you have completed these steps and are “ready to transition.”
Transition Period as of 1 Apr 2019

- **Notice of Intent to Release** – Voluntary – Non-Annuitant
- **5 Months**
- **Pre-30 Day Transition Prep**
- **5 Days Release – Immediate Annuitant**
- **Focus on Transition**
- **6 MONTHS**
- **Develop your Personalized Transition Plan**
- **Transition tasks concurrent with regular duties**
- **30 Days**

Start Here

Release Date
My Transition Guide

• Assist you in understanding transition and support your transition planning.
• Information and checklists serve as useful tools for you and your family.
• Includes an Aide-Memoire for Unit Commanding Officers to support their members in transition.
• Available in print, PDF, and HTML formats.
Canada.ca Website Portal

- New Transition website on Canada.ca
- Single portal for online transition information for you and your family
- Includes SCAN Online
- Information and connections to other stakeholder support, including VAC and other partners

www.canada.ca/military-transition
www.canada.ca/transition-militaire
Second Career Assistance Network (SCAN) Online

Key Takeaways:
• Accessible for you and your family
• Accessible anywhere / anytime
• Nationwide standardized material

• Structure - 3 Categories
  • General SCAN = 13 videos
  • Medical SCAN = 18 videos
  • Executive SCAN = 14 videos
Enhanced Transition Training (ETT)

Key takeaways
• April 2019 – Mandatory for all member with confirmed date of release
• Available on Defence Learning Network (DLN)
• Must have forces.gc.ca and DLN account

Structure - 4 Categories
• General - 7 + 1 modules, 4h 26 (video)
• Medical - 14 modules, 5h 36 (video)
• Executive - 9 modules, 4h 51 (video)
• Executive Medical - 15 modules, 5h 51 (video)
MOSID National Occupation Code Equivalency Tool (MNET)
My Transition Services App

- The “digital Swiss Army knife” of transition
- Includes:
  - My Transition Guide
  - My Checklists
  - My Transition Toolbox
  - My Transition Contacts
- Available on Google Play Store and Apple App Store
Veteran’s Service Card

- Automatically issued upon your Release

- Eligibility:
  - Completed basic training and honourably released from the CAF

Veterans released before Feb 2016 will be able to request their Veteran’s Service Card beginning Summer 2019, through: https://www.canada.ca/en/department-national-defence/services/benefits-military/transition/service-card.html
Family Programs

Programs and Services which support challenges related to the military lifestyle offered at Military Family Resource Centres

- Information, Education and Awareness
- Referral and Support Services
- Intervention

MFRC Family Liaison Officer partnership – collaborating with and supporting ISPC teams

Post Military

Enhanced Services to ill and injured personnel and their families

- Access to a Veteran Family Program Coordinator
- Veteran Family Journal
- Programs
  - Mental Health First Aid for the Veteran Community
  - Care for the Caregiver: Education and Self-help Tools
  - SISIP Financial Services: Partnership to support financial planning approaching or after a medical release
  - Living Life to the Full
- Continued access to the Military Family Services Program through Military Family Resource Centres

CAFconnection.ca
Canadian Forces Morale and Welfare
National programs and services

FIL@CAFconnection.ca
1-800-866-4546

24/7 Family Information Line
1-800-866-4546
FIL@CAFconnection.ca

Canada
The Future

- Continuous Improvement
- Transition Trial – CFB Borden
- Op TRANSITION
Key Messages

• Enabling members and families throughout the transition process is the top priority for the CAF TG

• Retention is always the preference whenever possible…we want to keep our skilled, hard-working people

• Special care and attention will still be provided to our Ill & Injured personnel

• The CAF TG is committed to continuous improvement. We are looking for feedback in order to help us improve

• Educate oneself early on regarding transition, it’s your transition. Build a plan. Own it.

• We want members and families to be Informed, Prepared, Empowered for life after service.
DISCUSSION / QUESTIONS
Trusted Partners and Stakeholders

- Veterans Affairs Canada (VAC)
- Military Family Services (MFS) and local MFRCs
- Canadian Forces Health Services (CFHS)
- Wing/Base Personnel Selection Officers
- SISIP Financial
- Manulife / CAF LTD
- Personnel Support Staff and Regional Adapted Fitness Specialists
- Employment and Social Development Canada (ESDC)
- Trusted Third-Party Support Organizations
- Others…
Base/Wing Personnel Selection Officer

- SCAN Seminars – General and Medical
- Career Transition Workshop – Four Modules
  - Self-Assessment for Interests and Skills
  - Resume Writing
  - Interview Techniques
  - Job Search Techniques.
- Individual Counselling
  - In-service Transition (remuster)
  - Educational Upgrading
Long Term Disability (LTD) & Vocational Rehab Program (VRP)

CAF LTD and VRP are part of your CAF employee benefits

LTD:
- CAF group LTD plan – first payer for income replacement
- Coverage for all Regular Force and Primary Reservists
- Apply early - at Disclosure or up to 120 days after date of release (DOR)
- No distinction between service and non-service related condition

VRP:
- One on One support via assigned VRP Counsellor
- Meet with VRP Counsellor to discuss your vocational interests
- Support can start up to 6 months before date of release (DOR)
- Transition Plan Development - help to make a plan
- Vocational Retraining - help to get the tools
- Job Search Assistance – help to get a career

Contact numbers
- CAF LTD 1-800-565-0701
- CAF VRP 1-800-565-6463
CAF TG and CF Health Services Gp (CFHS)

All Transitioning CAF Personnel

- CFHS has recently created a “Health Record Package.” This summary should meet the routine requirements of civilian primary health care providers.

- The Package contains:
  - Scan-CF2017 Medical Examination for Release
  - Periodic Health Assessment (PHA) Part 2 Medical Note (for past 5yrs)
  - Scan-Audiogram OR Scan-CF2036 Audiogram
  - Scan-Visual Acuity
  - Scan-Medication Reconciliation OR list of Current Medications
  - Immunization Summary
  - All laboratory results (for past 5yrs)
SISIP FINANCIAL
INSURANCE, INVESTMENTS, SAVINGS, ADVICE

- Insurance, Financial Planning, Financial Counselling
- Budget and debt management
- Investment advice
- Retirement and release planning

www.sisip.com
My VAC Account is a simple and secure way to do business online with Veterans Affairs Canada.

My VAC Account is available to any Veteran or still-serving member of the Canadian Armed Forces or the RCMP. My VAC Account is also available to family members who directly receive benefits from Veterans Affairs Canada.
To provide education and training to ensure Veterans are satisfied with their main job or activity, including employment.

Eligibility:
- Honourable release – voluntary, medical or completion of service
- Minimum 6 years of service

Entitlement:
- Minimum 6 years of service (2191 authorized paid days) = up to $40,960 (indexed annually)
- Minimum 12 years of service (4382 authorized paid days) = up to $81,920 (indexed annually)
- 10 years from Date of Release to apply for and use benefits

Education and Training Programs:
- Approved institutions per Employment and Social Development Canada (ESDC) list of designated institutions
- Program resulting in a degree, diploma, certification or designation
- Up to $5,120 of funding entitlement may be accessed for short courses, e.g. small business boot camps
VAC Career Transition Services (CTS)

To ensure members, Veterans, survivors, spouses, and common-law partners are provided with the skills and tools that will allow them to successfully transition to the civilian workforce.

Program as of April 1, 2018:

• All Members, Members with intent to Release and Veterans who have completed basic training and survivors, spouses and common-law partners of Veterans who completed basic training. Must be a resident of Canada.

• Services provided directly to the client through a national service provider under a national contract managed by PSPC and VAC.

Program Details

• Services available based on type of client and increase as member transitions through phases. Client works with assigned employment coach to develop an individual plan.

• Emphasis on motivation and well-being of client and services tailored to the client's needs.

• Virtual delivery model – through online tools, video chat, and telephone.

• No limit on hours within a Career Transition Services Plan where there is a demonstrated need.
Pension for Life – Benefit Overview

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<thead>
<tr>
<th>Benefit</th>
<th>Description</th>
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<tbody>
<tr>
<td>Pain &amp; Suffering Compensation</td>
<td>• Replace Disability Award with monthly Pain and Suffering Compensation  &lt;br&gt; • $1150 maximum monthly payment for life  &lt;br&gt; • Option to cash-out for a lump-sum  &lt;br&gt; Additional Monthly Amount  &lt;br&gt; • Monthly payment to Veterans who already received a Disability Award and did not have the benefit of a monthly, life-time option</td>
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<tr>
<td>(Non-Economic Benefit - non-taxable)</td>
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<tr>
<td>Additional Pain &amp; Suffering</td>
<td>• New non-economic benefit to recognize severe and permanent service-related impairments  &lt;br&gt; • Three grade levels of $500, $1000, or $1500  &lt;br&gt; • Monthly payment</td>
</tr>
<tr>
<td>Compensation</td>
<td></td>
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<tr>
<td>(Non-Economic Benefit - non-taxable)</td>
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<tr>
<td>Income Replacement Benefit*</td>
<td>• Consolidates six benefits and create the Income Replacement Benefit at 90% of pre-release salary - indexed annually.  &lt;br&gt; • Permit $20K in allowable employment earnings (gross)  &lt;br&gt; • Increase survivor’s benefits from 50% to 70%  &lt;br&gt; • Recognize lost career progression potential with 1% annual increase</td>
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<tr>
<td>(Economic Benefit - taxable)</td>
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*VAC Rehabilitation Program and Canadian Forces Income Support eligibility will be limited to those with service-related rehabilitation needs.