

## **TAMP-FMEAP MISSIONS**

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Transition assistance services prepare separating Marines and their families with the skills, tools, resources, and education necessary to make successful transition into the civilian workforce. TAMP is also intended to improve individual quality of life, enhance personal and family readiness, and return solid citizens to the civilian community. Once separating Marines are settled into their new civilian lives, it is expected that they will continue to support the USMC and further aid in its recruiting efforts.

FMEAP provides assistance to Active Duty military family members (reservists, retirees, and civilians, if space is available) to help them achieve their personal and professional goals through employment, education, or volunteerism. FMEAP also acts as a force for retention as successful spouse employment assists in retaining the career Active Duty Service member.

## **HISTORY**

### **TRANSITION ASSISTANCE PROGRAM**

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The current framework for the overall Transition Assistance Program (TAP) stems from the mandates within Public Law (PL) 101-510 and the ensuing National Defense Authorization Act for fiscal year 1991. At that particular time, DoD was grappling with the ongoing Base Closure and Realignment requirements and meeting the Base Closure and Realignment Commission (BRAC) mandate to reduce force level by about one-third over the period of a few years. The program goals, set almost two decades ago, were to help with the massive military drawdown of the 1990s and the displacement of military and DoD personnel alike. The 1990 BRAC established the process by which DoD installations would be closed or realigned, but it was the National Defense Authorization Act that authorized the comprehensive transition assistance benefits and services for separating and retiring Service members and their spouses.

Transition assistance was provided to Service members even before the Congressional mandate formalized the program. Service members and veterans from the Vietnam era underscored the need for the nation to support and honor its heroes just as our Service members supported and defended our nation. The Marine Corps has honored and supported our military members by meeting the same transition assistance goals as outlined in the 1990 mandate: to provide career and employment assistance, vocational guidance, and transition information to separating and retiring Service members and their spouses so that they can successfully reenter the nation's civilian workforce.

So much of the current TAP structure and requirements result from an evolving series of public laws and ensuing DoD policy. The 1990 Congressional mandate initiated a major collaborative effort among the Departments of Labor, Defense, and Veterans Affairs to leverage transition opportunities for Service members. The mandate also precipitates directives from the Secretary of Defense, which are then passed down to the Service heads for action. Each of the military Services implements the DoD directives and supplements its own service-specific and installation-specific policies.

Although there are variations in the Service-level names, each of the programs is in compliance with the DoD directives. The Army hosts the Army Career and Alumni Program (ACAP), the Air Force has the Transition Assistance Program (TAP), and the Navy and Marine Corps have the Transition Assistance Management Program (TAMP).

## **FMEAP**

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In 1985, Public Law 99-145 created what has come to be known in the Marine Corps as FMEAP. Section 806 of this act specifically addressed the need to increase employment opportunities for spouses. The mandate targeted the challenges of the mobile military lifestyle, especially the unique challenges to spouse employment due to frequent relocations. Successful spouse employment was recognized as a factor in retaining the career Active Duty Service members which in turn supported the overall mission readiness of the services.

In 2003, DoD and DOL entered into a Memorandum of Understanding (MOU) to further efforts in supporting the military members and their families with transition and employment support services, but specifically to ensure that opportunities for training, education, and employment are available to military spouses. Per the MOU, the Departments were tasked to study potential activities of mutual interest that expand recruitment, job-search services, training, placement, licensing and certification, and other services for military personnel and their families, and eliminate duplication and waste in achieving these common goals.

## **POLICY AND GUIDANCE**

Much of day-to-day operations for TAMP-FMEAP is a result of Congressional mandates, legislation, DoD instructions, and USMC policy. These various directives outline specific duties and responsibilities germane to the program.

## **TAMP PUBLIC LAWS AND MEMORANDUMS OF UNDERSTANDING**

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The public laws depicted below are progressive in nature. Over time, the original mandates were amended as the program evolved to meet the changing military environment or as the needs of DoD or the Services dictated. PL 101-510 provides the basis for TAMP activities, and subsequent public laws primarily amend PL 101-510. Chapter 58 within PL 101-510 focuses on legislation related to transition, including involuntary separation, Preseparation Counseling, employment assistance, health benefits, excess leave, and permissive temporary duty.

The chart below quickly encapsulates some of the major legislative changes within transition assistance. A full accounting of this essential mandate is provided in the Resources Chapter of this guide.

1991

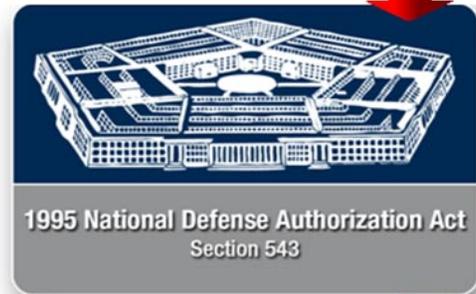


**Authorizes:** Comprehensive Transition Assistance Benefits and Services for separating service members and their spouses

**Establishes:** TAP Employment Workshops

**Mandates:** Departments of Labor, Defense and Veterans Affairs work in cooperation to support TAP Employment Workshops

1995



**Amends:** 1991 National Defense Authorization Act – 1144, title 10

**New Verbiage - 1144:** Coast Guard members and their spouses are now allowed to participate in the TAP Workshops

2001



**Amends:** 1991 National Defense Authorization Act; 1142, title 10

**New Verbiage - 1142:** Preseparation counseling is to begin as soon as possible during the 12 months prior to separation (separates) and 24 months prior to retirement (retirees).



2007

**Amends:** 1991 National Defense Authorization Act – 1144, title 10 - Mandate for collaborative efforts between DoD, DOL and DVA

**New Verbiage - 1144:** The 2007 MOU recommits DOL, DoD, and the VA to provide Transition Assistance and adds the Department of Homeland Security as a MOU member.

## **A SNAPSHOT OF THE PUBLIC LAWS AFFECTING TAMP**

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### **Public Law 101-510 and resulting 1991 National Defense Authorization Act**

Section 502-1141-1143; 1144-1150

Title 10 United States Code, Chapter 58, "Benefits and Services for Members Being Separated or Recently Separated." This chapter established benefits and services for members being separated or recently separated from the military. In general, this law established the following elements of TAMP:

- Transition services and benefits for personnel on Active Duty
- Specific transition services for all separating personnel and their spouses
- Specific transition benefits available to involuntary separatees only
- Separation pay for enlisted members involuntary separated (six years plus one day time in service [TIS])

The sections listed below are core elements of the law in relation to TAMP and frame many of the basic requirements of TAMP. The details of the sections are provided in the Resource Chapter of this guide.

Sec. 1141 - Involuntary Separation Defined

Sec. 1142 - Preseparation Counseling and Transmittal of Medical Records to Department of Veterans Affairs

Sec. 1143 - Employment assistance: DoD

Sec. 1143a - Encouragement of post-separation public and Community Service

Sec. 1144 - Employment Assistance, Job Training Assistance, and Other Transition Services: DOL

Sec. 1145 - Health benefits

Sec. 1146 – Commissary and Exchange Benefits

Sec. 1147 – Use of Military Family Housing

Sec. 1148 – Relocation Assistance For Personnel Overseas

Sec. 1149 – Excess Leave and Permissive Temporary Duty

Sec. 1150 - Affiliation with Guard and Reserve units: waiver of certain limitations

Sec. 1152 - Assistance to eligible members and former members to obtain employment with law enforcement agencies

Sec. 1153 – Assistance to Separated Members to Obtain Employment with Health Care Providers

**Public Law 103-337 and resulting 1995 National Defense Authorization Act, Section 543 amends: 1991 National Defense Authorization Act, Section 1144**

Change: Coast Guard members and their spouses are now allowed to participate in the TAP workshops.

**Public Law 107-103 and resulting 2001 Veteran's Education and Benefits Act, Section 302 amends: 1991 National Defense Authorization Act; 1142**

Change: Preseparation Counseling is to begin as soon as possible during the 12 months prior to separation (separates) and 24 months prior to retirement (retirees).

**2007 Memorandum of Understanding: Department of Labor, Department of Defense, Department of Veterans Affairs, and Department of Homeland Security (DHS) Transition Assistance Program amends: 1991 National Defense Authorization Act, Section 1144**

Change: The 2007 MOU recommits the DOL, DoD, and VA to providing all manner of transition assistance and adds DHS as a MOU member.

## **TAMP - DOD DIRECTIVES**

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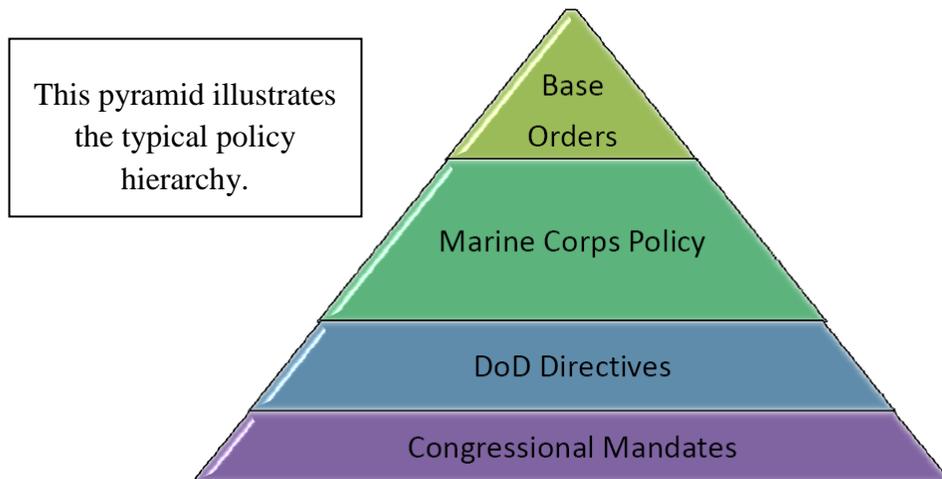
In addition to the Congressional mandates prescribing TAMP requirements, DoD promulgates directives and instructions that offer additional targeted outcomes for the program.

**DoD Directive 1332.35, "Transition Assistance for Military Personnel," 9 December 1993** This Directive describes responsibilities for transition assistance programs for Active Duty military personnel and their families and authorizes the Services to provide separating Service members and their families with the skills, tools, and self-confidence necessary to make a successful reentry into the civilian workforce. Employment assistance is included as one of the required components of transition services.

**DoD Instruction 1332.36, "Pre-separation Counseling for Military Personnel," 14 February 1994** This Instruction establishes policy, assigns responsibilities, and prescribes procedures for the provision of Pre-separation Counseling for Active Duty Service members and their spouses.

**DoD Instruction 1342.22, "Family Centers," 30 December 1992** This Instruction establishes policy guidance, assigns responsibilities, and prescribes procedures for the implementation, oversight, accountability, staffing, and funding of Family Centers within DoD. The Instruction requires the provision of programs and support activities designed to help single and married DoD personnel and their families to successfully manage the challenges of military life, including transition and employment issues.

**Under Secretary of Defense for Personnel and Readiness Memorandum, "Memorandum of Understanding (MOU) Between the Department of Defense (DoD) and the Department of Labor (DOL)," 25 July 2003** This MOU provides the framework for a broad range of continuing and new partnership efforts between the Departments to ease reentry into the civilian workforce and ensure that military skills are translated into civilian employment.



## USMC POLICY

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Overarching Marine Corps policy is developed at the headquarters level after considerable review, research, and dialogue with installation staff at all programmatic levels. It is designed to be specific to the Marine Corps mission requirements yet still be in compliance with DoD directives and congressional mandates. This policy is the Marine Corps standard and must be adhered to.

Additional actions, requirements, or guidance may be developed by an Installation Commander to better target the unique needs specific to that locale or installation. Understanding and meeting the requirements in both the Marine Corps Order and installation orders are essential for program success. TAMP-FMEAP staff members will need to intimately understand both.

**Marine Corps Order (MCO) P1700.24B, "Marine Corps Personal Services Manual," 27 December 2001** Personal Services is now known as Marine and Family Services. This Order publishes policies for Marine and Family Services. Chapter 4, Section 1 (and Section 3 for FMEAP) of MCO P1700.24B specifically addresses transition assistance for separating Service members.

## **PUBLIC LAW AND FMEAP**

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Military spouse employment is a critical component of the DoD Social Compact with military families. The Social Compact acknowledges the responsibility of DoD to provide support to families as they face the daily challenges and sacrifices of military life, including making frequent relocations, managing family issues, and trying to sustain a career while their sponsor is serving his or her country.

Public Law 99-145 holds its place in history as the first Congressional mandate to specifically address spouse employment issues. Over the next two decades, additional legislation was enacted to further the efforts of the military spouse and family members in their pursuit of gainful employment and mobile careers.



**Authorizes:** Hiring preference for Military Spouses at Nonappropriated Fund Activities

**Promotes:** Departments of Labor, Defense and Veterans Affairs to work in cooperation to increase employment opportunities for spouses

**Public Law 107-107, "National Defense Authorization Act for Fiscal Year 2002," §571, "Improved Financial and Other Assistance to Military Spouses for Job Training and Education," 28 December 2001** This legislation directs DoD to examine the current military spouse employment assistance programs and to evaluate whether direct financial assistance to military spouses for employment training would be beneficial for retention of military Service members. It also directs DoD to review current military spouse employment policies and states that DoD shall seek partnerships with other federal agencies, private-sector employers, and defense contractors to seek ways to incorporate hiring preferences for qualified spouses of members of the Armed Forces.

**Title 10 United States Code (USC), §1056, "Relocation Assistance Programs," 2 January 2006** This legislation directs the Secretaries of the military departments to provide relocation information, preparation, and acclimation services to military Service members and their families receiving Permanent Change of Station (PCS) orders. It further states that the relocation services will be provided with an emphasis on information regarding spouse employment opportunities.

**Title 10 USC, §1144, "Employment Assistance, Job Training Assistance, and Other Transitional Services," 2 January 2006** This legislation directs the Secretary of Labor, in conjunction with the Secretary of Defense, the Secretary of Transportation, and the Secretary of Veterans Affairs to establish and maintain a program to furnish counseling, assist in identifying employment, and provide training opportunities; to help in obtaining such employment and training; and to provide other related information and services to members of the Armed Forces who are being separated from Active Duty and the spouses of such members.

**Title 10 USC, §1784, "Employment Opportunities for Military Spouses," 2 January 2006** This legislation authorizes the Secretary of Defense to provide employment opportunities for military spouses in the same geographic area as their sponsors' permanent duty station (Military Spouse Preference Program).

**DoD Directive 1332.35, "Transition Assistance for Military Personnel," 9 December 1993** This Directive authorizes the Services to provide separating Service members and their families with the skills, tools, and self-confidence necessary to ensure successful reentry into the civilian workforce. Required transition services include providing employment assistance to both separating Service members and their spouses.

## **FMEAP REGULATIONS**

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Although no current DoD Instruction or Directive specifically addresses the service-specific employment assistance programs, the following regulations address some spouse employment issues:

**DoD Directive 1342.17, "Family Policy," 30 December 1988** This Directive establishes policies, assigns responsibilities, and prescribes procedures on family policy for DoD personnel. The extent and exact nature of the system of family programs and services is based on installation-specific requirements and needs. The Directive specifically cites "private and public sector employment assistance" when listing programs and services included in the family support system (paragraph 4.3).

**DoD Instruction 1338.19, "Relocation Assistance Programs," 15 June 1990** This Instruction directs the military branches of service to provide relocation assistance programs to DoD personnel and their families who are undergoing a PCS relocation, including spouse employment assistance both prior to departure (paragraph 5.6.1) and post-arrival (paragraph 5.6.2).

**DoD Instruction 1400.23, "Employment of Family Members of Active Duty Military Members and Civilian Employees Stationed in Foreign Areas," 12 May 1989** This Instruction establishes DoD policy, responsibilities, and procedures to improve employment opportunities for family members of Armed Forces personnel and civilian employees of U.S. government agencies stationed in foreign areas by establishing preference for military family members in employment decisions in overseas locations.

**DoD Instruction 1404.12, "Employment of Spouses of Active Duty Military Members Stationed Worldwide," 12 January 1989** This Instruction establishes policy, assigns responsibilities, and prescribes procedures for improved employment opportunities for spouses of Active Duty military personnel stationed worldwide by establishing preference for military spouses in employment decisions.

**DoD 1400.25-M, "Department of Defense Civilian Personnel Manual (CPM)," Subchapter 1800, "Department of Defense Priority Placement Program," December 1996** This Manual implements policy, delegates authority, and assigns specific overall responsibilities for the DoD Priority Placement Program (PPP) for civilian employees.

**Memorandum of Understanding (MOU) Between the Department of Defense (DoD) and the Department of Labor (DOL), 25 July 2003** This MOU provides a framework for a broad range of continuing efforts between the Departments, including three important areas: connections to the job markets in America's communities, involvement with labor laws that affect reemployment (e.g., training, unemployment compensation),

and interest in states' reciprocal licensing and certification requirements needed to qualify for employment.

**Deputy Under Secretary of Defense for Civilian Personnel Policy Memorandum, "Employment of Military Spouses," 7 October 2004** This Memorandum implemented, throughout DoD, the results of a two-year trial period that allowed military spouses to accept an unlimited number of temporary, intermittent, or flexible schedule positions without loss of their military spouse preference.

**DoD PPP Operations Manual, Chapter 14, "DoD Military Spouse Preference Program," July 1998** The Military Spouse Preference Program is a component of the PPP within DoD. Chapter 14 of the Operations Manual prescribes registration, referral, and placement procedures for the DoD Military Spouse Preference Program.

**Secretary of the Navy Instruction (SECNAVINST) 1754.1B, "Department of the Navy Family Support Programs," 5 November 2007** This Instruction provides policy and assigns responsibilities for the implementation of Navy and Marine Corps Family Support Programs and key functions. Paragraph 9(b)(1) ensures that employment assistance for family members is delivered by the family support program units.

**Department of the Navy, "Civilian Human Resources Manual (DON CHRM)," 17 January 2003** Subchapter 310.1 of this Manual, "Military Spouse Employment Preference," provides policy regarding employment preference and assistance to spouses of Active Duty members of the Armed Forces for all Department of the Navy activities and commands employing appropriated fund civilian employees at grade level GS/GM-15 and below.

**Marine Corps Order (MCO) P1700.24B, "Marine Corps Personal Services Manual," 27 December 2001** This Order publishes policies for Marine and Family Services, which reside within Marine Corps Community Services. Chapter 4, Section 3 of this Order specifically addresses the FMEAP.

**MCO P12000.11A, "Marine Corps Nonappropriated Fund Personnel Policy Manual," 31 October 2000** This Order provides detailed personnel administrative procedures and provides the primary reference for the overall administration and utilization of employees of Marine Corps Nonappropriated Fund Instrumentalities (NAFIs). Paragraph 2106 of the Order specifically addresses military spouse preference for employment in Marine Corps NAFIs.

