

EMPLOYMENT NAVIGATOR AND PARTNERSHIP PROGRAM (ENPP)

FACTSHEET

DOL VETS PREPARES, PROVIDES, PROTECTS AND PROMOTES

The U.S. Department of Labor (DOL) is the federal lead for employment and training programs. Within DOL, the Veterans' Employment and Training Service (VETS) mission is to prepare America's veterans, service members, and military spouses for meaningful careers, provide them with employment resources and expertise, protect their employment rights, and promote their employment opportunities.

VETS Administers the DOL Portion of the Transition Assistance Program

Each year, approximately 200,000 Service members transition from military to civilian life in the United States. The Transition Assistance Program (TAP) provides employment- and training-related instruction, resources, and assistance to separating and retiring service members on active duty, Guard, Reserve, and their spouses, as authorized in [10 U.S.C. § 1144](#).

DOL VETS administers three core TAP employment workshops. VETS designed and implemented additional employment workshops to address unique needs: Transition Employment Assistance for Military Spouses and Caregivers (TEAMS), Wounded Warrior and Caregiver Employment Workshop (WWCEW), and two Military Life Cycle courses on Apprenticeship and developing Situation, Task, Action, and Result (STAR) statements.

Employment Navigator and Partnership Program (ENPP) Provides One-On-One Services

An extension of traditional DOL TAP workshops, ENPP is an initiative designed to help transitioning service members and their spouses achieve their employment and training needs as the service member transitions to a post-military career. Employment Navigators provide one-on-one assistance and employment-focused counseling, as well as connect participants to partner

organizations for additional employment-related services and resources. ENPP serves transitioning service members from the time they are eligible for TAP, through that critical first year after separation, and beyond. ENPP launched on April 1, 2021, as a Proof-of-Concept-Pilot at 13 installations and formalized as a program in October 2023. As of August 2025, ENPP and its [68 partner organizations](#) have provided services to more than 23,900 transitioning service members and their spouses at [48 installations](#) worldwide. ENPP plans to expand its operations to serve all transitioning service members and their spouses at over 240 installations worldwide over the next several years.

Employment Navigator Services

- ▶ Apprenticeship Overview
- ▶ Career Exploration
- ▶ Identification of Necessary Credentials
- ▶ Partnership Overview
- ▶ Resume Review
- ▶ Review of Detailed Labor Market Information
- ▶ Self-Assessments and Skills Testing

Partner Services

- ▶ Apprenticeship
- ▶ Digital Matching
- ▶ Employment Mentorships
- ▶ Employment Networking
- ▶ Hiring Events
- ▶ Job Placement Services
- ▶ Referrals to Employment Opportunities
- ▶ Job Training Services
- ▶ Wrap-Around Services within Communities

VETS LEVERAGES DATA TO IMPROVE TAP OUTCOMES

Building A New One-Of-A-Kind Dataset

Since FY 2016, the Veterans' Data Exchange Initiative (VDEI) allows DOL to receive Department of Defense (DOD) information from transitioning service members' DD Form 2648 (Pre-Separation Counseling Checklist) and TAP course attendance.

In December 2021, VETS launched its case management system, the TAP Employment Navigator System (TENS), which is used by Employment Navigators, ENPP partners, and TAP Team members to capture data, develop reports, and manage ENPP processes. TENS includes an integrated client request meeting scheduler, program reporting, policy/guidance storage, and client record management.

DOL VETS also has data-sharing agreements with the Department of Health and Human Services (HHS) to use the National Directory of New Hires (NDNH) for employment and wage data. DOL's TAP Evaluation and Employment Navigator (TEEN) Study combines DoD data on TSMs, ENPP service information from TENS, and employment information from NDNH to build a new one-of-a-kind dataset.

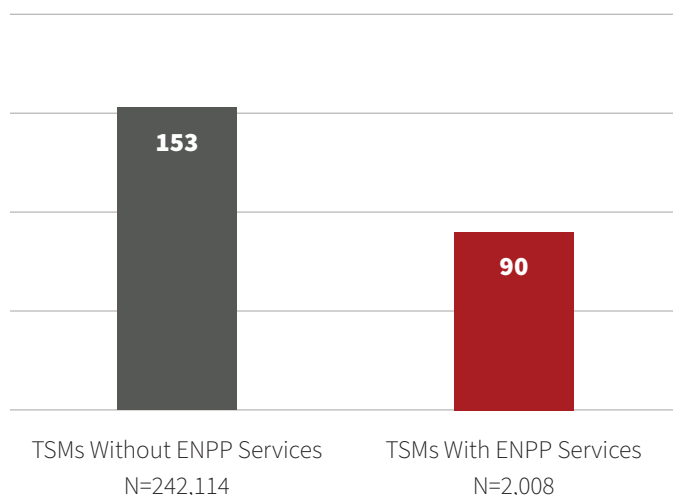
Preliminary Employment Outcomes From ENPP

Using data that were combined from VDEI, TENS, and NDNH sources, we calculated 12 months of employment outcomes from January to December 2023 for Enlisted TSMs, who made up more than 90% of ENPP clients. VETS' preliminary analysis indicates that TSMs who received ENPP services, were employed faster and earned more in quarterly wages compared to TSMs who didn't receive ENPP services.

Faster Time to Employment

The median time between separation and employment for Enlisted TSMs was 90 days for those who received ENPP services and 153 days for those who did not receive ENPP services. The difference is about two months (63 days) faster to civilian employment.

Time to Employment For TSMs, 2023



Higher Wages

The median quarterly wages for Enlisted TSMs who received ENPP services and were employed six months after separation were \$11,370 and \$10,248 for those who did not receive ENPP services. Wages were 11% (\$1,122) higher for Enlisted TSMs who received ENPP services.

Median Quarterly Wages After Separation, 2023

