



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 8 2014

The Honorable Carl Levin
Chairman
Committee on Armed Services
United States Senate
Washington, DC 20510

Dear Mr. Chairman:

Section 738 of the National Defense Authorization Act for Fiscal Year 2013 (Public Law 112-239) requires the Secretary of Defense to establish a policy containing uniform performance outcome measurements on Warriors in Transition programs to be used by each Military Department. The initial report required by section 738(e) (1) directs the Department to report on the policy directing the collection of uniform performance metrics from all Wounded Warrior Programs (WWPs), as well as the associated metrics and milestones. The enclosed report details the current state of the policy and the performance metrics that will now be collected on a regular basis related to recovering Service members, WWPs, personnel, and military treatment facilities. The first annual report will be provided in October 2014. A similar letter is being sent to the Chairpersons of the other congressional defense committees.

Thank you for your interest in the health and well-being of our Service members, veterans, and their families. A similar letter is being sent to the Chairpersons of the other congressional defense committees.

Sincerely,


Jessica L. Wright
Acting

Enclosure:
As stated

cc:
The Honorable James M. Inhofe
Ranking Member

PD001543-13



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UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 8 2014

The Honorable Howard P. "Buck" McKeon
Chairman
Committee on Armed Services
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

Section 738 of the National Defense Authorization Act for Fiscal Year 2013 (Public Law 112-239) requires the Secretary of Defense to establish a policy containing uniform performance outcome measurements on Warriors in Transition programs to be used by each Military Department. The initial report required by section 738(e) (1) directs the Department to report on the policy directing the collection of uniform performance metrics from all Wounded Warrior Programs (WWPs), as well as the associated metrics and milestones. The enclosed report details the current state of the policy and the performance metrics that will now be collected on a regular basis related to recovering Service members, WWPs, personnel, and military treatment facilities. The first annual report will be provided in October 2014. A similar letter is being sent to the Chairpersons of the other congressional defense committees.

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Sincerely,


Jessica L. Wright
Acting

Enclosure:
As stated

cc:
The Honorable Adam Smith
Ranking Member



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UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 8 2014

The Honorable Barbara A. Mikulski
Chairwoman
Committee on Appropriations
United States Senate
Washington, DC 20510

Dear Madam Chairwoman:

Section 738 of the National Defense Authorization Act for Fiscal Year 2013 (Public Law 112-239) requires the Secretary of Defense to establish a policy containing uniform performance outcome measurements on Warriors in Transition programs to be used by each Military Department. The initial report required by section 738(e) (1) directs the Department to report on the policy directing the collection of uniform performance metrics from all Wounded Warrior Programs (WWPs), as well as the associated metrics and milestones. The enclosed report details the current state of the policy and the performance metrics that will now be collected on a regular basis related to recovering Service members, WWPs, personnel, and military treatment facilities. The first annual report will be provided in October 2014. A similar letter is being sent to the Chairpersons of the other congressional defense committees.

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Sincerely,


Jessica L. Wright
Acting

Enclosure:
As stated

cc:
The Honorable Richard C. Shelby
Vice Chairman



PERSONNEL AND
READINESS

UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

JAN 8 2014

The Honorable Harold Rogers
Chairman
Committee on Appropriations
U.S. House of Representatives
Washington, DC 20515

Dear Mr. Chairman:

Section 738 of the National Defense Authorization Act for Fiscal Year 2013 (Public Law 112-239) requires the Secretary of Defense to establish a policy containing uniform performance outcome measurements on Warriors in Transition programs to be used by each Military Department. The initial report required by section 738(e) (1) directs the Department to report on the policy directing the collection of uniform performance metrics from all Wounded Warrior Programs (WWPs), as well as the associated metrics and milestones. The enclosed report details the current state of the policy and the performance metrics that will now be collected on a regular basis related to recovering Service members, WWPs, personnel, and military treatment facilities. The first annual report will be provided in October 2014. A similar letter is being sent to the Chairpersons of the other congressional defense committees.

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Sincerely,


Jessica L. Wright
Acting

Enclosure:
As stated

cc:
The Honorable Nita M. Lowey
Ranking Member



**Initial Report to Congress on Performance Metrics and Reports on Warriors in Transition
Programs of the Military Departments
(Public Law 112-239)**

January XX, 2014

The estimated cost of report or study for the Department of Defense is approximately \$28,000.00. This includes \$0.0 in expenses and \$28,000.00 in DoD labor.

Performance Metrics and Reports on Warriors in Transition Programs of the Military Departments

INTRODUCTION

This report summarizes the initial Department of Defense (DoD) response regarding the development of policy directing each Secretary of a Military Department to use uniform performance outcome measurements to track and monitor members of the Armed Forces in Warriors in Transition programs, as directed by section 738, The National Defense Authorization Act for Fiscal Year 2013 (NDAA 2013), Public Law 112-239.

COMPREHENSIVE POLICY

NDAA 2013 requires the Secretary of Defense to develop and implement a comprehensive policy requiring the Secretaries of the Military Departments to measure the performance of the Warriors in Transition programs. DoD Instruction (DoDI) 1300.24 outlines current reporting requirements and metrics for non-medical case management and associated programs. The Department will publish an update to the DoDI to incorporate the requirements from NDAA 2013 by the end of fiscal year 2014.

Subsection (a) – “Metrics Required” – directs the Secretary of Defense to “establish a policy containing uniform performance outcome measurements” among each Service to track and monitor “Warriors in Transition programs.” The subsection is not prescriptive in defining the measurements or how Service members are tracked and monitored.

Subsection (b) – “Elements” – requires the Secretary’s policy to identify outcome measurements with respect to physical health and behavioral health; rehabilitation; educational and vocational preparation; and “other matters as the Secretary considers appropriate.”

Subsection (c) – “Milestones” – directs the Secretary to “establish metrics and milestones” to “cover members throughout the course of care and rehabilitation in Warriors in Transitions programs”, specifically “when the member commences participation in the program; at least once each year the member participates in the program; [and] when the member ceases participation in the program or is transferred to the jurisdiction of the Secretary of Veterans Affairs.”

Subsection (d) – “Cohort Groups and Parameters” – allows the Secretary’s policy to “differentiate among cohort groups within the population of members in Warriors in Transition programs” but requires the policy to “include parameters for specific outcome measurements in each element under subsection (b) and each metric and milestone under subsection (c).”

Subsection (e) – “Reports Required” – requires that each report to Congress provide: an analysis of the progress of members in Transition programs; an analysis of member access to health and rehabilitation services by such members, including “average appointment waiting times by specialty”; an analysis of transition program effectiveness “through education and vocational assistance”; an analysis of quantitative and qualitative differences between program outcomes;

PRE-DECISIONAL

and a comparison of “the quantities and effectiveness” of transition program team members “in comparison to the actual number of members” in transition programs.

Subsection (f) concludes section 738 with a definition of a “Warriors in Transition program”.

POLICY METRICS

In order to satisfy subsection (a), DoD will track and report these data provided by the Service Warriors in Transition programs.

- Vocational Rehabilitation Outcome: How long do RSMs keep employment post-separation?
 - Measure: Percent of RSMs assessed for participation in the Education and Employment Initiative (E2I) and Operation Warfighter (OWF).
 - Measure: Percentage of RSMs deemed eligible for participation in E2I and OWF.
 - Measure: Percentage of RSMs receiving Vocational Rehabilitation and Employment (VR&E) assessment and services from the Veterans Benefits Administration (VBA) of the Department of Veterans Affairs (VA).
 - Measure: Number of RSMs matched to employment or educational opportunities.
 - Comparison between percentage of RSMs assessed for participation and percentage of RSMs receiving services will show an outcome of increased employment readiness. DoD will collaborate with VA to share data to track cohort to confirm employment or education opportunities.
- Rehabilitation Outcome: What activities of daily living can recovering Service members do now that they were unable to do before?
 - Measure: Percent of RSMs assessed for participation in the Military Adaptive Sports Program (MASP) or other rehabilitation programs.
 - Measure: Percentage deemed eligible for participation in MASP or other rehabilitation programs.
 - Measure: Percentage of RSMs participating in cognitive and recreational activities as related to MASP or other rehabilitation programs.
 - Comparison between percentage of RSMs assessed for participation and percentage of RSMs participating in activities will show an outcome of increased ability to perform activities of daily living. DoD will collaborate with VA to share data to track cohort rehabilitation.

PRE-DECISIONAL

- Physical and Behavioral Health Outcome: Did RSM participants have an enhanced recovery process with improved overall physical health, behavioral health, wellness, and quality of life?
 - Measure: Percent of RSMs assessed for enrollment in a Warriors in Transition program.
 - Measure: Percentage enrolled in a Warriors in Transition program.
 - Measure: Percentage of enrolled RSMs participating in E2I, OWF, or MASP.
 - Comparison between the percentage of RSMs assessed for enrollment and the percentage of RSMs enrolled will show an outcome of improved overall physical health, behavioral health, wellness, and quality of life.

POLICY ELEMENTS

In order to satisfy subsection (b), DoD requires accurate, robust, and normalized data on Service members both within DoD and the VA; such data is not currently available. The Departments are unable to provide accurate and robust nonclinical and clinical outcome measures for recovering Service members (RSMs) until the new electronic health record system is deployed. In the interim, DoD will work with current systems to provide information on the data collection process and a limited analysis of performance metrics.

In order to measure effectiveness of the Services' care coordination efforts under DoDI 1300.24, the Department began collecting data specific to the Recovery Coordination Program (RCP) after the policy was signed in December 2009. Ahead of the revisions to DoDI 1300.24, DoD began expanding data reporting specific to the RCP in June 2013.

POLICY MILESTONES

In order to satisfy subsection (c), DoD has identified the following milestones as important points during an RSM's continuum of care that DoD should track. They will be included in the update to DoDI 1300.24, and DoD is working with the Services to report the data before the policy implementation.

1. RSM enrollment into a Warriors in Transition program
2. Time for DoD Lead Coordinator to initiate contact with RSM
3. Time for DoD Lead Coordinator to initiate assessment
4. Time for DoD Lead Coordinator to complete Interagency Comprehensive Plan (ICP)
5. Time for DoD Lead Coordinator to review ICP with RSM
6. E2I offered to RSM within 180 days of separation
7. Length of time for initial contact with VA

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8. Length of time for referral to IDES (post-entry into Warriors in Transition program)
9. Length of time for completion of IDES
10. Length of time from RSM entry until return to duty or transition to VA

METHODOLOGY AND CONCLUSION

To satisfy the requirements of section 738, DoD requires additional time to modernize systems and processes to compile data from multiple sources both inside and outside the Department. Collaboration with the VBA to access data on utilization of VR&E services, while within the Department, data will be reported out of the Armed Forces Health Longitudinal Technology Application (AHLTA) and Composite Health Care System (CHCSII). This is in addition to Warriors in Transition program data already reported by the Military Services.

Currently these data are not normalized, meaning there are disparities in data definitions. As a result, DoD believes more than six-months of data are needed in order to provide the fullest possible analysis of this data to the Committees. As a result, the Department intends to provide the first annual report in October 2014.