

Employment / Mentoring of Returning Veterans



Efforts to help returning veterans find employment

October 3, 2011

Chip Kormas, Employment Security Department



**Employment
Security
Department**
WASHINGTON STATE

Serving veterans

Priority of service

Veterans and eligible spouses receive priority of service for all Department of Labor (DOL) funded programs.

Jobs for Veterans state grant

Pays for staff in WorkSource that are specifically assigned to help veterans.

WorkSource services

Helping veterans and their spouses find jobs

- Job search assistance, hiring events and referrals to valuable services.
- Work with veterans who have barriers to employment.
- Match veterans with employers.
- Referrals to training, apprenticeships and other training opportunities.

Veterans served at WorkSource

	Program Year 2010 July 2010 – June 2011
Received WorkSource Services	31,000
Received Job Preparation Services	19,000
Received Job Referrals	18,000
Received Intensive Services	5,000
Referred to WIA and training	3,000

Source: ESD internal database (SKIES)

Partnerships

Vocational, Rehabilitation, and Employment Program (VR&E)

- Partner with U.S. Department of Veterans Affairs
- Assists veterans with service-connected disabilities in finding and keeping a job, transferring skills or re-training for a new career.

Veterans Innovations Program (VIP)

- If eligible, helps veterans and their families focus on employment and financial stability.
- ESD assists in referring eligible applicants.

Local efforts

Veteran Employment Transition at Joint Base Lewis McChord (JBLM)

- Partner with WA Department of Veterans Affairs and the Department of Defense;
- Supports the Transition Assistance Program (TAP) — services for separating services members as they transition back to civilian life and the workforce.

Rural Veterans Outreach Pilot

- DOL chose Washington for a rural outreach effort to concentrate employment services to veterans in 22 rural counties.

Joint Services Support Directorate (J9)

Mr. Tom Riggs

Director

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<http://washingtonguard.org/FamiliesandVeterans.shtml>

1-877-585-5655

Joint Service Support Directorate - Protecting What is Important

“It’s often noted that less than 1 percent of Americans serve in our military... Those who do allow the rest of us to do what

Americans do best—and that’s out-think, out-create, out-work, and out-produce the rest of the world. They help unleash our powerful economic engine, enabling us to do what we’ve historically done—and that’s win...

Today, our military remains operationally deployed in Iraq and Afghanistan—conflicts that have been underway for most of the past decade. The burden on our magnificent all-volunteer force and its families to accomplish every mission—without failure, fanfare, or complaint—has been enormous...

And as they redeploy home, and return to their communities, ...the Nation must find ways to offer them the opportunity to add their substantial skills, knowledge, and attributes to that powerful economic engine.”



Eric K. Shinseki Secretary, USDVA

Joint Service Support Concerns

Issues:

- 81st Heavy Brigade Combat team (HBCT) & 66th Theater Aviation Command **deploying in FY 12** creates *new challenges*:

- ✓ **53% of the Washington Army National Guard** is deploying simultaneously.
- ✓ National Guard & Reserve **unemployment/underemployment** impacts unit readiness/retention, individual and family health (e.g., suicide, PTSD) and the overall state and national economies.
- ✓ Employers play vital role in the defense of this country.
- ✓ Quality *successful* programs require continued funding.

Discussion:

"When we get into budget crunches like this, this incredible amount of money that we put into family programs, into medical research, it's some of the first money that budget types like to take out historically. We like airplanes before we would keep our family programs intact, and that's something the secretary of defense and I have talked about."

Adm. Mike Mullen

June 29, 2011



National Guard Specific Employment Challenges

- Focus on *frequent Combat Missions* prevents in-depth future planning including training potential and career exploration
- Minimal coping skills for reducing reactions to trauma based experiences; stress management
- Dealing with family dynamic changes resulting from deployment
- Building new support systems – even those members previously employed find jobs lost due to a shrinking economy, or changes in the work place



Washington National Guard Employment Enhancement Project (NGEEP)

- Created a two-year demonstration project for enhanced employment for the Washington National Guard.
- Meaningful measurement of “real results = actual jobs achieved for soldiers/airmen.”
- Focus on **filling gaps found in current federal programs (VA GI Bill, UI, Yellow Ribbon Education Program)** surrounding short-term training programs (e.g., trades apprenticeships for pipe-fitting, construction, welding).
- Provide support and resources to *sustain the individual and families throughout training* resulting in a living-wage careers and a skilled work force for the Washington State Economy.

Partner Support for Project

State, Federal, County, and Private Organizations that have committed support for this project:

- | | |
|---|---|
| <ul style="list-style-type: none">• DOL VETS• WA Dept of Veteran Affairs• Helmets to Hardhats• International Brotherhood of Electrical Workers (IBEW)• South Sound Community College• Bates Technical College• Intl Union of Painters and Allied Trades• University of Washington• McKinstry Electric• Evergreen Power Systems• Sequoyah Electric and Network Svcs• VECA Electric• LEAP Coordinator, City of Tacoma• Puget Sound Chapter, NECA• Jormac Electric | <ul style="list-style-type: none">• Workforce Development, State Board Community and Technical Colleges• United Association Plumbers, Pipefitters, Steamfitters, and Piping Professionals• WA Employment Security Department• Aerospace Joint Apprenticeship Committee (AJAC)• Pierce County Building and Constructions Trades Council• Clover Park Technical College• University of Mississippi• Holmes Electric• Titan Electric• Western WA Cement Masons• CHS Pharmacy |
|---|---|

* DOL VETS to provide training to WA NG Employment Transition Coaches

Washington Employment Initiative

Demonstrated Results – Aug 09 - Present

- ✓ **Total new employment: 850 jobs (15% of WA M-Day Soldiers)**
 - \$28,000,000 per year in new taxable income
 - \$2,382,750 per year in new tax dollars - revenue
 - estimated at 8% tax rate
- Offers “high touch” service to unemployed members.
- Expands employer base.



Employment Support for National Guard and Reserves

Recommendations

✓ Federal Work Opportunity Tax Credits (WOTC) expired 1 Sep 2011. WOTC previously provided employers tax credits for hiring National Guard & Reserve soldiers/airmen. Not having this benefit will hurt small employers the most.

❑ Deployments impact employer's costs and workforce availability.

❑ As the active forces "draw down" we can expect an increasing number of soldiers and airmen will be engaged in career transition and will live in Washington State. Many will also seek to continue service in the National Guard and Reserves. WOTC can incentivize employment of National Guard and Reserves members which would assist in preventing cost increases to state and federal Unemployment (UI) programs. Expected nationally from upcoming Department of Defense strength drawdown is an increase of UI costs - \$500M - \$1B/year



✓ Continue and expand employment **education opportunities in theater** (e.g., Iraq, Afghanistan, Kuwait) prior to leaving for home to help individuals prepare for job search or job training.

✓ Fund travel & resources for **state benefits delivery at federal demobilization sites** (e.g., Ft. McCoy, WI, Ft. Hood, TX, etc.)

✓ Federal funding for the *Washington National Guard Enhanced Employment Initiative* currently expires May 2012 – Work on **developing stable sustained funding** with state and federal partners.

WDVA

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"Serving Those Who Served"

Veterans Innovations Program



- Total Number Individuals Served FY07-FY11: **865**
- Outcomes:
 - **63%** (544) transitioned to employment – *average wage of \$15.86*
 - **15%** (126) transitioned into Higher Education or Career Training Programs
 - **34.4%** (298) were at risk of homelessness
 - **8.3%** (72) were actually homeless
 - Average cost of services is **\$1,811**
- Current Situation
 - Fund Expenditure as of 08/31/2011 = **\$2,403,319**
 - Fund Balance as of 08/31/2011 = **\$99,580**
- Hometown Heroes Raffle
 - Raffle Tickets went on sale on Labor Day, Drawing on Veterans Day
 - If 300,000 tickets are sold, over \$400,000 will be generated for the VIP

