

**WASHINGTON STATE
WORKFORCE TRAINING AND EDUCATION COORDINATING BOARD
MEETING NO. 173
SEPTEMBER 26, 2013**

VETERANS' TRANSITIONS

Thousands of troops will be returning to Washington's military bases over the next two years, many choosing to remain in Washington once they separate from military service.

Washington's Department of Veterans Affairs (WDVA), Employment Security Department, State Board for Community and Technical Colleges, Workforce Development Councils, and many other organizations are working together with the military commands to ensure smooth transitions to civilian life for these service members.

Mary Forbes, WDVA Assistant Director, leads this panel, which will share the core elements of the transition plan, and examples from the field.

Governor Inslee signed Executive Order 13-01, included in this tab, which requires all state agencies to participate in increasing the numbers of veterans in state employment, and establishes the Washington Military Transition Council, among other provisions. The Workforce Board is represented on the Transition Council by Executive Director Eleni Papadakis.

Board Action Requested: For discussion only.



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR

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EXECUTIVE ORDER 13-01

VETERANS TRANSITION SUPPORT

PREAMBLE

Hundreds of military personnel separate from the service each month, and select Washington State as their home after serving our country with distinction. We honor their service and commitment by supporting their transition to civilian life. As part of our efforts to rebuild a robust economy and return to full employment, I have asked private and public leaders throughout our state to help veterans and their families in effectively navigating this transition, and increase our collective efforts to help them obtain living wage jobs. I expect state government to lead this effort, and serve as a model employer.

WHEREAS, many of our returning veterans and their families find it difficult transitioning to civilian life; and

WHEREAS, intensely competitive job markets, challenges translating military experience into civilian job skills, and lack of hiring managers' awareness regarding the breadth and quality of veterans' background all contribute to an unacceptably high post-9/11 veteran unemployment rate; and

WHEREAS, rising to this challenge will require both the efforts of individual departments and collaboration across agencies, jurisdictions, and sectors; and

WHEREAS, the VOW to Hire Heroes Act of 2011 promotes collaboration between the U.S. Department of Defense and other federal agencies with state, local, private, and non-profit partners to support transitioning service members;

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, by virtue of the power vested in me by the Constitution and statutes of the state of Washington do, effective immediately, hereby order and direct:

1. Agency Procurement from Veteran-Owned Businesses

Each executive cabinet agency shall set a target of awarding at least five percent of all procurement contracts to certified veteran-owned businesses. The Department of Veterans Affairs (DVA), in consultation with the Department of Enterprise Services (DES), will establish agency reporting standards and protocols.

2. Agency Veteran Employment Plans

Each executive cabinet agency shall develop annual veteran employment plans to increase the representation of veterans in their workforce. Agencies will report progress as prescribed by the Office of Financial Management, State Human Resources Division. At a minimum in 2013, plans will include utilization of veteran job seeker support services available through the Employment Security Department (ESD), and creation of bridge employment opportunities such as temporary, seasonal, internship, and job shadow assignments. When determining the qualifications of applicants for employment, agencies shall consider relevant equivalent experience obtained during military service. The Office of Financial Management, State Human Resources Division will collaborate with DES, ESD, DVA, and other public and private partners to identify and develop resources to assist agency human resource staff and hiring managers translate and credit military experience.

3. Veterans Employee Resource Group

The Office of Financial Management, State Human Resources Division will convene a cross-agency group of veterans in state service to provide advice and assistance on veteran recruitment, retention, and development strategies. Executive cabinet agencies shall provide assistance by providing volunteers and supporting approved initiatives.

4. Washington Military Transition Council

In addition to supporting transition assistance programs at Washington's military installations, executive cabinet agencies will participate in and provide leadership to the Washington State Military Transition Council. The Council will support collaboration between federal, state, and local agencies and private and non-profit organizations that share responsibility for providing transition assistance to service members and their families. The Director of DVA will serve as Chair of the Council, and provide staff support. The Commissioner of ESD, the Secretary of the Department of Social and Health Services (DSHS), the Adjutant General of the Washington Military Department (WMD), the Executive Director of the State Board for Community and Technical Colleges, and the Executive Director of Washington State Student Achievement Council (or their designees) shall also serve on and support the council. My Executive Director of Legislative Affairs and Policy, or his/her designee, will serve as my designated representative to the Council. The Office of Financial Management, State Human Resources Division and DES will ensure that state government's employment practices support and model the Council's efforts.

5. Centralized Data Share and Warehouse Agreement

DVA will coordinate the creation and maintenance of a centralized data share and warehouse agreement among state agencies to both identify veterans and their families and ensure full access to USDVA health care, compensation/pension, and other benefits. The Office of Financial Management, DSHS, ESD, and other executive cabinet agencies designated by the DVA Director will fully participate in and support this effort.

All other elected officials, institutions of higher education, agencies, boards and commissions are invited to follow the provisions of this Executive Order. Transition assistance programs at all active military installations in Washington State are encouraged to participate in the military transition council.

This executive order shall take effect immediately.

Signed and sealed with the official seal of the state of Washington on this 10th day of May, 2013, at Olympia, Washington.

By:

/s/

Jay Inslee
Governor

BY THE GOVERNOR:

/s/

Secretary of State

Workforce Training & Education Coordinating Board



THURSDAY, SEPTEMBER 26, 2013

Today's Agenda



- Welcome / Introductions
- Problem Statement
- History of the Washington State Military Transition Council (WSMTC)
- Vision, Mission & Goals
- What does the WSMTC Look Like?
- WSMTC Roles & Responsibilities
- Transition Track Workgroups & Where we want to go
- Workforce Development Councils
- WA Community & Technical Colleges
- Asks of Coordinating Board

Welcome



**MARY FORBES
ROBIN BAKER
KRISTINE REEVES
CHERYL FAMBLES
MARIE BRUIN**

What's the Problem?



LOTS OF SERVICE MEMBERS RETURNING TO CIVILIAN LIFE:

- 13,000 service members per year projected to make WA State their permanent residence
- 8,000 per year from Joint Base Lewis-McChord through 2016
 - 600 +/- per month – JBLM ACAP
 - 40% of transitioning Service members from JBLM stay in WA
- Many service members transition without a plan
 - Washington State is consistently one of the highest in the nation for service members receiving employment immediately after leaving active duty

What's the Problem?



CHANNELING THE “SEA OF GOODWILL” TO SUSTAIN THE “GROUNDSWELL OF SUPPORT”:

- Today, unlike any generation in history, citizens across the country are supportive in word and deed of the American Active Duty, Reserve, and National Guard Soldier, Sailor, Airman, Marine, and Coast Guardsman.
- Our nation is so full of support for our Service members, it is difficult to illustrate all the organizations and individuals trying to do their part to support our veterans.
- Admiral Michael Mullen, the Chairman of the Joint Chiefs of Staff, calls this a “Sea of Goodwill” of American support. He notes, **“The challenge...is how do you connect that sea of goodwill to the need?”**

* Copeland, John W & Sutherland, David W. “The Sea of Goodwill, Matching the Donor to the Need.” Office of the Chairman of the Joint Chiefs of Staff.

How We Got Here?



- VOW To Hire Heroes Act of 2011 (PL 112-56)
 - HB 1432 (WA State)
- Department of the Army Execution Order (054-12)
 - Governor's Executive Order 13-1

HB 1432 (WA State)



Overall Intent...

- Allowed private employers to exercise a veterans' preference in employment

What it does...

- Allows local employers to offer veteran's preference when hiring
- Washington was the first State to allow / encourage private employers to advertise and hire based on veterans' preference
- Employment Security Department – Go2WorkSource website now allows employers to specifically search for veterans in their job-seeker pool

VOW To Hire Heroes Act



Overall Intent...

- The Veterans Opportunity to Work (VOW) to Hire Heroes Act of 2011, provides seamless transition for service members, expands education and training opportunities for veterans, and provides tax credits for employers who hire veterans with service-connected disabilities.

What it Does...

- Made Transition Assistance Program mandatory
- Made it easier to translate military skills and training into civilian licenses and certifications
- Provided unemployed veterans of past wars with an extra year of GI Bill benefits to help them qualify for high demand jobs
- Allows service members to begin the federal employment process prior to separation
- Provided tax credits / incentives for hiring veterans

What's New - Transition Assistance

Previous Requirements

Service Members attend the Pre-separation Briefing no later than 90 days prior to separation

Voluntary Services

- Dept of Labor Workshop
- VA Benefits briefing

Requirements as of Nov 12

- *Mandatory transition counseling and planning NLT 12 months prior to separation* (Implemented NOV 12)
- *Individual Transition Plan* (Implemented NOV 12)
- *Enhanced Dept of Labor Workshop* (Implemented JAN 13)
- *Improved VA Benefits Briefing* (Implemented DEC 12)
- *Mandatory Financial Planning Seminar to include 12 month budget* (Implemented DEC 12)
- *Capstone Event* (Annotated on the new DD Form 2958) monitoring career readiness standards (Implemented APR 13)
- *Additional Track Specific Required Training:*
 - - 2 Day Boots To Business for Small Business Track (Implemented MAR 13)
 - - 2 Day Education and Career Technical Training Track Modules (Projected OCT 13)

* Transition integrated into the entire lifecycle of service

Army Execution Order 054-12



Overall Intent...

- Senior Commander will conduct quarterly transition services councils with supported and supporting stakeholders
- Quarterly meetings are designed to synchronize and coordinate transition services, resources and compliance at the local level

What it Tracks...

- Each transition center will track service member compliance both in attendance and timeliness standards
- Unit support and client satisfaction will be measured through survey tools
- Effectiveness will be measured through the correlation of unemployment compensation and transition participation

Governor's Executive Order 13-1



Overall Intent...

- Help rebuild Washington's economy and return to full employment
- Help veterans and their families effectively navigate the transition to civilian life.
- Set the expectation that the state will lead this effort and serve as a model employer

What it Does...

- Establishes the target that 5% of all procurement contracts will be awarded to vet-owned businesses
- Formalizes state participation in the Military Transition Council
- Requires cabinet agencies to establish plans to recruit, retain, and support veterans AND share data to measure results

Vision



Ensure that separating service members transition seamlessly into civilian employment, training, and business opportunities.

Create a sustainable cross-jurisdictional, 'linked systems' approach in Washington State that can be replicated across the nation.

2013 – 2014 Mission



WHAT WE WANT TO ACCOMPLISH:

Washington State achieves the lowest veteran unemployment rates and most competitive earning wages in the United States.

2013 – 2014 Goals



HOW WE THINK WE CAN GET THERE:

- Shift “success” metrics from measuring outputs to measuring outcomes.
- Identify and correct obstacles in policy and processes that currently do not support seamless transition.
- Identify cost saving measures within proposed solutions, and enhance state and federal support, resources, and capability

2013 – 2014 Tasks to Accomplish Our Goals



- Integrate networks and partnerships between state and federal agencies, community partners, and WA State businesses.
- Every transitioning service member develops and completes a meaningful transition plan.
- Every transitioning service member experiences a seamless hand-off from their transition assistance program to a civilian partner organization or partner agency.
- Mitigate transitional stress for service members and their families by effectively preparing them for transition through raised awareness of community services while increasing the overall ability of the family to access such services.
- Support Guard/Reserves in a lifecycle support model – based on “interruptions” rather than transition - to reduce unemployment and underemployment.

What The Council Looks Like



WASHINGTON STATE MILITARY TRANSITION COUNCIL

Executive Council

Federal Partners
(outlined in VOW & Army Execution Order)

State Partners
(outlined in Executive Order 13-1)

Community Partners
(identified for invitation via Executive Council)

Strategic Planning Committee

(consists of co-chairs of the workgroups)

Legislative Committee

(consists of Gov's policy office rep, State Legislative rep from Vet/Mil cmte, Federal delegation rep, DoD rep)

Standard Employment Workgroup

Education / Workforce Development Workgroup

Career / Technical Training Workgroup

Small Business / Entrepreneurship Workgroup

These groups are made up of public, private, non-profit sector community partners. These workgroups are open to anyone who wants to participate in ensuring a seamless transition process.

Installation Transition Managers

Federal Congressional Delegation Staff

State Legislative Delegation Staff

These groups are included for communication purposes, to be kept in the loop for support.

Roles & Responsibilities



Executive Council

- Hold work groups and each other accountable to achieving measurable results.
- Advocate for a collaborative ‘linked systems’ approach to transitioning services.
- Identify and remove obstacles to collaboration and leveraging of resources.

Roles & Responsibilities



Four Transition Track Work Groups – Employment, Small Business/Entrepreneurship, Career Technical Training/Apprenticeship & Education

- Collaborate on developing and implementing strategies with measureable outcomes.
- Identify and share best practices and lessons learned.
- Identify and address obstacles to effective collaboration and leveraging of resources.
- Bring unresolved obstacles to the attention of the Executive Council for resolution.

Where We Want To Go!

“Building relationships and enhancing processes”



We want to create a “high-touch, high-tech” seamless transition process in WA State. To accomplish that, we need to:

- **Measure Success:** Implement a pilot program in WA that allows for use of a “high touch, high tech” solution that measures outcomes, not outputs, and allows for gap analysis.
- **Promote Seamless Data Integration:** IT and data integration across all jurisdictions with the service members’ needs at the center of the flow of information.
- **Demonstrate a Warm Hand-off:** Manage the “Sea of Goodwill” into a referral network that creates proper hand-off to the civilian sector and maximizes the “tidal wave” of resources available for each service member.
- **Encourage Joint Services Best Practices:** Promote working with other military installations and branches of service in Washington State to identify best practices and opportunities for support.

What We Are Asking From WSMTC



- Commitment from executive council members to continue participation.
- Commitment for each agency to designate participants in each of the workgroups.
- Commitment for each agency to work towards the goals outlined, and add to those goals as needed to accomplish a seamless transition.
- Follow-up on each of the workgroup asks between now and the next meeting.

Workforce Development Council (WDC)



- JBLM transition model and continued leadership and participation
- New policy qualifies transitioning military as “dislocated”
- Follow-up on each of the workgroup asks between now and the next meeting.
- Enhanced support for state agency use of OJT and WorkSource Labor Exchange
- Public workforce services delivered on base
- Public and Private Partnerships for Vet Centers

Workforce Development Council (WDC)



Local Training For Vets And Transitioning Military

- Camo2Commerce Rapid Response and \$5.6 mil NEG
- WorkSource :Veterans Programs, Assessments and Resource Center
- Veteran's Hiring Events and Cohort training
- Gov 10% funds Veteran OJT
- Veterans Aerospace and Manufacturing Initiative
- Technology Training: Elevate America's Veterans
- Maritime Welding
- Credentials to Careers: Manufacturing

WA Community & Technical Colleges



Home base on campus

- About 22,000 veterans, active-duty personnel, and their dependents are enrolled in Washington community and technical colleges.² Colleges provide:
- Specialized training aimed at transitioning service members into high-demand careers.
- Educational advising.
- Counseling and assistance.
- Financial aid and tuition assistance, including help with the post-911 GI Benefits.

WA Community & Technical Colleges



- Services for students with disabilities.
- Tutoring and job support.
- Flexible class schedules and online learning so veterans can study at their own pace and manage work and family responsibilities.
- An older student population where veterans feel at home; the average Washington community or technical college student is 26 years old.

WA Community & Technical Colleges



- Washington boasts two federally-funded “Centers of Excellence” for veterans, located at Pierce College and Shoreline Community College.
- Pierce College also provides educational programs at Joint Base Lewis-McChord specifically designed for active duty military personnel and their families.
- September, 2013-The 2014 Military Friendly Schools list identifies twenty-seven Washington community and technical colleges are among the top military friendly schools in the nation according to Victory Media, a media entity for military personnel transitioning to civilian life.

Asks – Workforce Training and Education Coordinating Board



- Continued participation by the Workforce Board to the Executive Council
- Commitment from the Workforce Board to support staff participation in workgroups
- Provide support for the initiatives of the Executive Council and, where appropriate, incorporate those goals into state workforce planning documents to help guide accomplishing seamless transition into the workforce for the Veterans of Washington State

Questions/Comments?

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