



Flying High: Insitu, Inc. and Veterans in the New Economy

Presented by

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**Employment
Security
Department**
WASHINGTON STATE

Insitu, Inc.



Global leader in military and civilian Unmanned Aircraft Systems (UAS)

**Federal contractor, a major employer in the Columbia Gorge, and
a private sector partner with**



Insitu, Inc.

- 21st century Washington State hi-tech entrepreneurial success story in the making.
- Insitu is meeting advanced customer needs for hi-tech aerial intelligence, surveillance and reconnaissance (ISR)
- Provides excellent jobs in Klickitat County and the company's skill and experience requirements often favor veterans
- Insitu works closely with WorkSource, the veterans representative, and posts its job listings

Vets and Economic Development

Why focus on Veterans in the New Economy?

Several answers:

- Civilian Vets are 10.2% of the state population 18+
- We have hundreds of thousands of new veterans joining veterans from previous eras in the economy both as business owners and employees.
- The military is one of the largest providers of occupational training, hands on experience and leadership development valuable to virtually all employers
- It's a national responsibility



Jobs for Veterans Act (JVA 2002)

- 9/11 and the dangers, uncertainties and opportunities of new century . . . realities of continued sacrifices for those men and women serving in our military. . .realities of veterans facing challenges transitioning to a fast changing economy led to the JVA
- Congress established a new baseline for Priority of Service to Veterans in Dept. of Labor-funded programs
- << 38 USCA § 4102 >>
2045 (b) ADDITIONAL Veterans Employment and Training Service (VETS) DUTY TO IMPLEMENT TRANSITIONS TO CIVILIAN CAREERS implement all efforts to ease the transition of service members to civilian careers that are consistent with, or an outgrowth of, the military experience of the service members.'

Jobs for Veterans Act

Dept. of Labor final regulations (2008):

“ When military service has ended, a major concern for many veterans is getting a good job. Some veterans may experience particular difficulty, both in finding employment and in readjusting to civilian work environments. DOL-funded employment and training programs should work with employers to ensure that the value a veteran brings to the table is understood ”

Jobs for Veterans Act

. . . furnish information to employers with respect to the training and skills of veterans and disabled veterans, and the advantages afforded employers by hiring veterans with such training and skills.



Veterans stats

- 1.5 – 2 million veterans have served since 2001 (Gulf Era II) 16% women / 84% men
- 2.9 million vets in Gulf Era I (1990- Aug 2001)
- Unemployment rate is the same as for the general population for all veterans 25-34
- ~38% of Gulf Era II Reserve or National Guard

Crosswalk to Civilian Careers

- 8,700 military occupations-Military Occupational Speciality (MOS) or Area of Concentration (AOC for officers)
- Military service is a very significant pathway for training and experience that crosswalks to many civilian careers
- 33% of male veterans have management, professional, and related occupations. 40% of female veterans hold such positions

Transferrable Skills

- **Occupational Training:** Veterans have training and experience in at least one occupational specialty and many have training in hi-tech equipment environments
- **Leadership:** Many have honed leadership skills that are not always easy to find in the general civilian workforce
- **Experience :** Vet retirees often have 20 years experience by their late 30s
- **Security clearances:** Vets may have a security clearance-- + for many federal contractors
- **Transferrable workplace skills:** Vets generally have a good work ethic, have a sense of duty, have good communications skills, are adaptable

Vet challenges

Vets can experience disorientation when transitioning to the civilian workplace for different reasons:

- Veterans and potential employers may not know how their MOS bridges to careers in the civilian economy
- May be accustomed to waiting for orders to act
- May have service-connected disabilities
- May have extensive military training and experience, but not civilian educational credentials

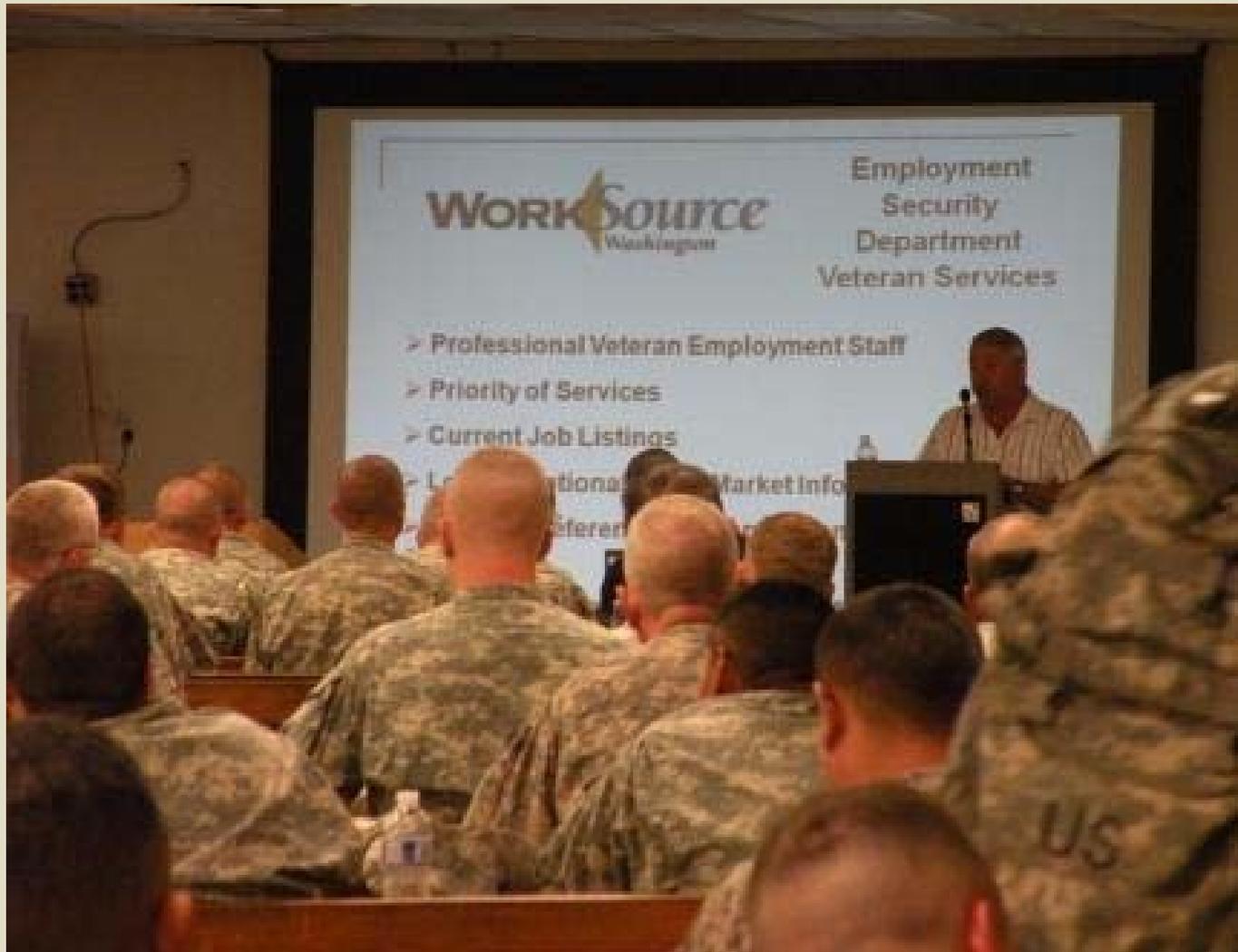
Federal Contractors

- The JVA amended federal contractor reporting requirements in recruiting and prioritizing qualified veterans
- Contractors with contracts over \$100 K must annually report covered veterans who are employees or new hires
- Affirmative Action Program (AAP) for covered veterans
- Armed Forces service medal vets; recently separated vets (within 3 years of separation from active duty); all vets with service-connected disabilities

Our Veteran Customers

- Washington States civilian Veteran population is roughly 630,000 (American Community Survey data)
- WorkSource – 2008 stats
 - 390,000 persons served - 30,000 are veterans
 - 26% of veterans have a college degree compared to 17% for the general job seeker
 - 59% are over 45 years of age compared to 36% for the general job seeker
- Veteran UI claims—In March 2009, 11.25% of claimants had veteran status (19,679 out of 174,909 continuing claims)
- In August 2009, the 81st Brigade returned with about 800 soldiers looking for employment assistance

81st NG Brigade Returns



National Guard soldiers returning through Ft. McCoy, WI

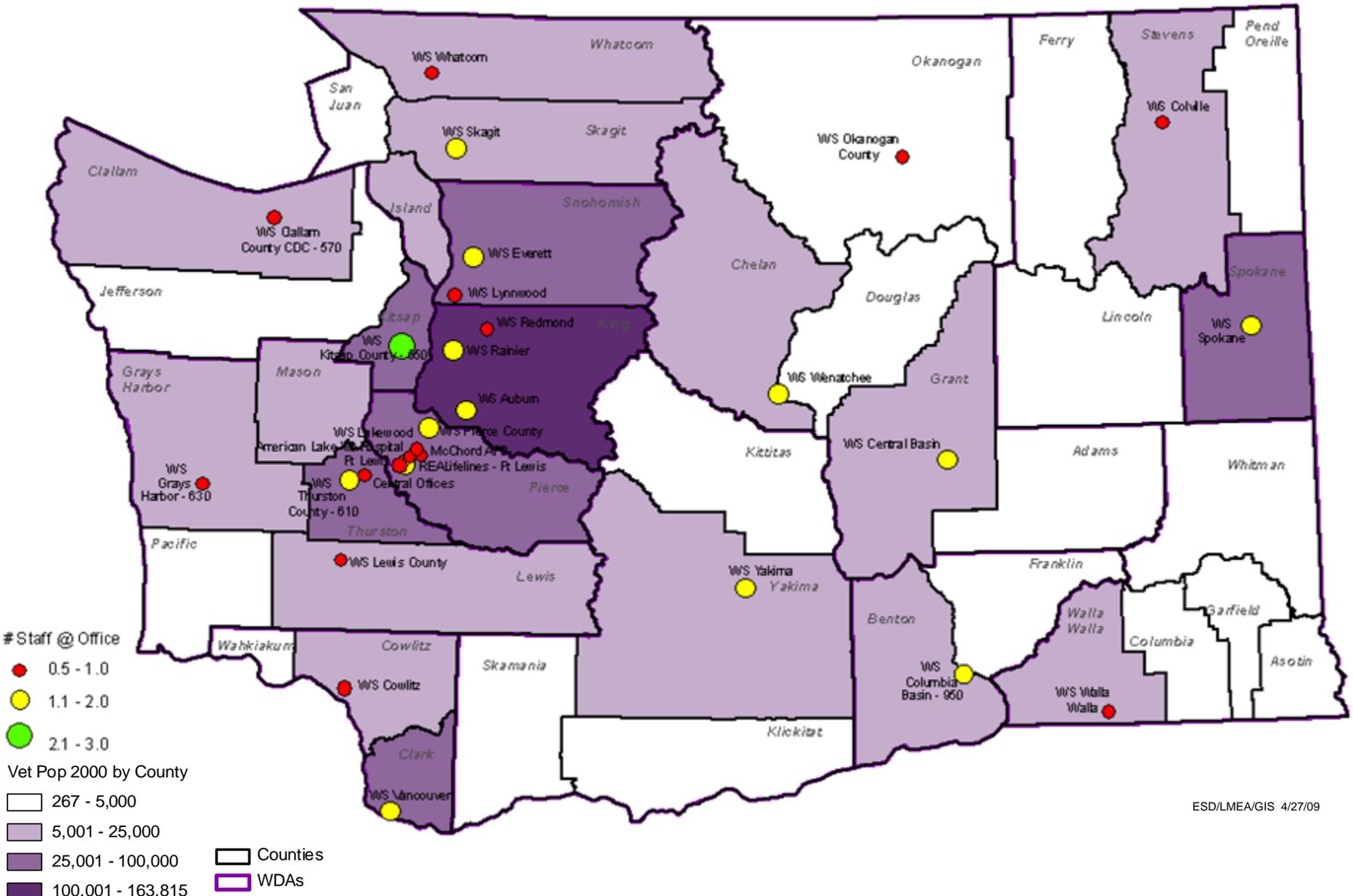
One-to-one services



WorkSource was there meeting with soldiers for two weeks in July and August 2009 to begin assessing for employment needs

VETERANS POPULATION BY COUNTY AND WORKSOURCE VET OFFICES

(Sources: ESD and Census 2000)



Our Focus on Veterans

Washington State's Workforce Development
Plan: *High Skills, High Wages:*

Adults, Objective 3—

*“...overcome barriers to education and
employment for targeted populations including
veterans.”*

ESD Veteran Services

- Local Veterans Employment Representative (LVER)
 - Connections with local business communities
 - Working with veterans who are best served with staff-assisted core, intensive and training services
- Disabled Veteran Outreach Program Specialist (DVOP)
 - Focuses services benefitting veterans with significant barriers to employment
- REALifelines Employment Coach
 - Serves wounded soldiers in recovery assigned to the Warrior Transition Brigade, Ft Lewis
- Intensive Services Coordinator (ISC is a New position)
 - Co-located with the Veterans Administration to serve veterans receiving vocational rehabilitation services focused on employment outcomes.

Closing the Gaps

Post 9/11 Veterans' Needs

- Increased incidence of service connected disabilities (DVOP, REALifelines, and ISC positions target these vet needs)

- Articulation between military training and experiences leading to credentialing or licensing – skill based progression into training such as CDL, EMT, or trades

- Entry into registered apprenticeship programs e.g.--
 - Veterans in apprenticeships-pipefitting, electrician etc.
 - Helmets to Hardhats / Troops to Truckers
 - Alternative Route Certification Program into Teaching - HB 1156

Closing the Gaps

Prior Eras Veterans' Needs

- GI Bill entitlements run out after 10 years
(But new help from the Post 9/11 Veterans Education Assistance Act of 2008 extends benefit period to 15 years and adds housing stipend)
- Many veterans start *stop gap* employment upon exit from military service without capitalizing on education benefits
- More choices for short-term certification training wanted
 - 6-12 month skills development options
 - OJT opportunities
 - Commissioner Approved Training
 - Training Benefits expanded

Closing the Gaps

Under-Employed Veterans' Needs

- Wage data extracted from all E-6 and below National Guard soldiers indicates that in 2006 & 2007 wages out of 3200 soldiers 2100 earned less than \$6000 per quarter.

(Note: not all soldiers hold full-time employment and other factors are reflected in these number such as:

- Students
 - Second income family members
 - Person not working fully within the quarter)
- Continuous engagement is a promising strategy with veterans to develop career pathways, actions, training and timelines that can lead to sustainable living wage employment

Federal Contractor Responsibilities

- Post any job listings with the appropriate employment services system for WorkSource referral of qualified covered Veteran applicants
- Recruit covered student Veterans at educational institutions
- Create partnership arrangements with Veterans' service organizations (AMVETS, American Legion, VFW etc.) to employ qualified covered Veterans
- Advertise job openings and recruit qualified covered Veterans during company career days and/or related activities in the local community
- Encourage subcontractors to seek qualified covered Veterans for employment opportunities
- Contact the WorkSource Local Veterans' Employment Representative when new Federal contracts are obtained, or when significant hiring will occur.

Insitu, Inc.



Since 1994, Insitu has grown from its entrepreneurial beginnings in Columbia River Gorge to become a leading global provider of Unmanned Aircraft Systems (UAS). Skills and experience of transitioning veterans are highly sought after in the new economy with high-technology companies such as Insitu. Insitu is a wholly owned subsidiary of The Boeing Company.