



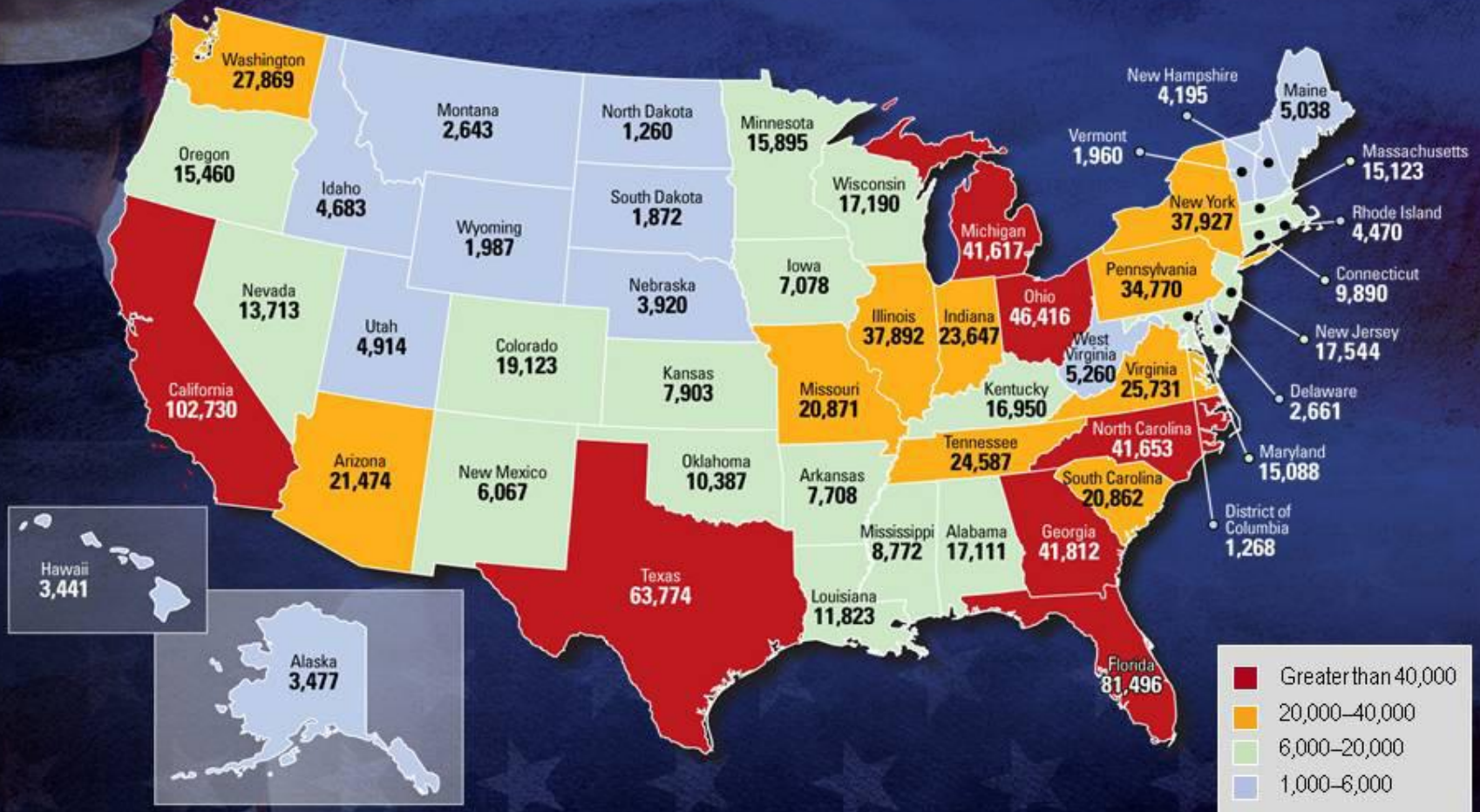
# Peer-to-Peer Best Practice: Returning Troops, Tips, Tools and Transition

June 14, 2012

# Did you know?

- There are over 250 active military installations in the United States
- There are approximately 1,454,515 active duty personnel; 14% are female
- 21.6 million men and women are veterans, residing in all 3,600 counties throughout the U.S.
- An estimated 1 million military personnel will be transitioning from active service within the next 4 years
- The Veterans Administration estimates 107,000 veterans are homeless on any given night
- Approximately 23% of the homeless population are veterans. Approximately 5% are Iraq/Afghanistan veterans.
- Veterans under 30 were twice as likely to become homeless as non-veterans of the same age
- Over 3,000 female veterans are homeless, but the number is much higher

# 1,020,000 Unemployed Veterans



**12,000,000 Veterans in Civilian Workforce**

Source: Dept of Labor and Bureau of Labor Statistics



# Prejudices and Erroneous Assumptions About Our Veterans

- **PTSD**
  - If I hire a veteran they will have Post Traumatic Stress Disorder and could be aggressive on the job.
- **Deployment**
  - If I hire a veteran(national guard or reservist) they will be gone for many deployments and will end up costing my business more time and money.
- **Technical Aptitude**
  - Veterans only know how to carry a weapon and follow orders, they are not good with ambiguity and don't have technical skills.
- **Military vs. Civilian**
  - The military doesn't have any of the functions that are in my business.
- **Adaptability**
  - Military personnel are not able to adapt to civilian life or the language I use within my business.

# Assets Veterans Bring to the Workforce

- 1. Leadership Training**
- 2. Ability to Work as a Team Member and as a Team Leader**
- 3. Ability to Get Along with and Work with All Types of People**
- 4. Ability to Work Under Pressure and to Meet Deadlines**
- 5. Ability to Give and Follow Directions**
- 6. Drug Free**
- 7. Security Clearances**
- 8. Systematic Planning and Organization**
- 9. Emphasis on Safety**
- 10. Ability to Conform to Rules and Structure**

# Assets Veterans Bring to the Workforce

**11. Flexibility and Adaptability**

**12. Self-Direction**

**13. Educated**

**14. Initiative**

**15. Work Habits**

**16. Standards of Quality and Commitment to Excellence**

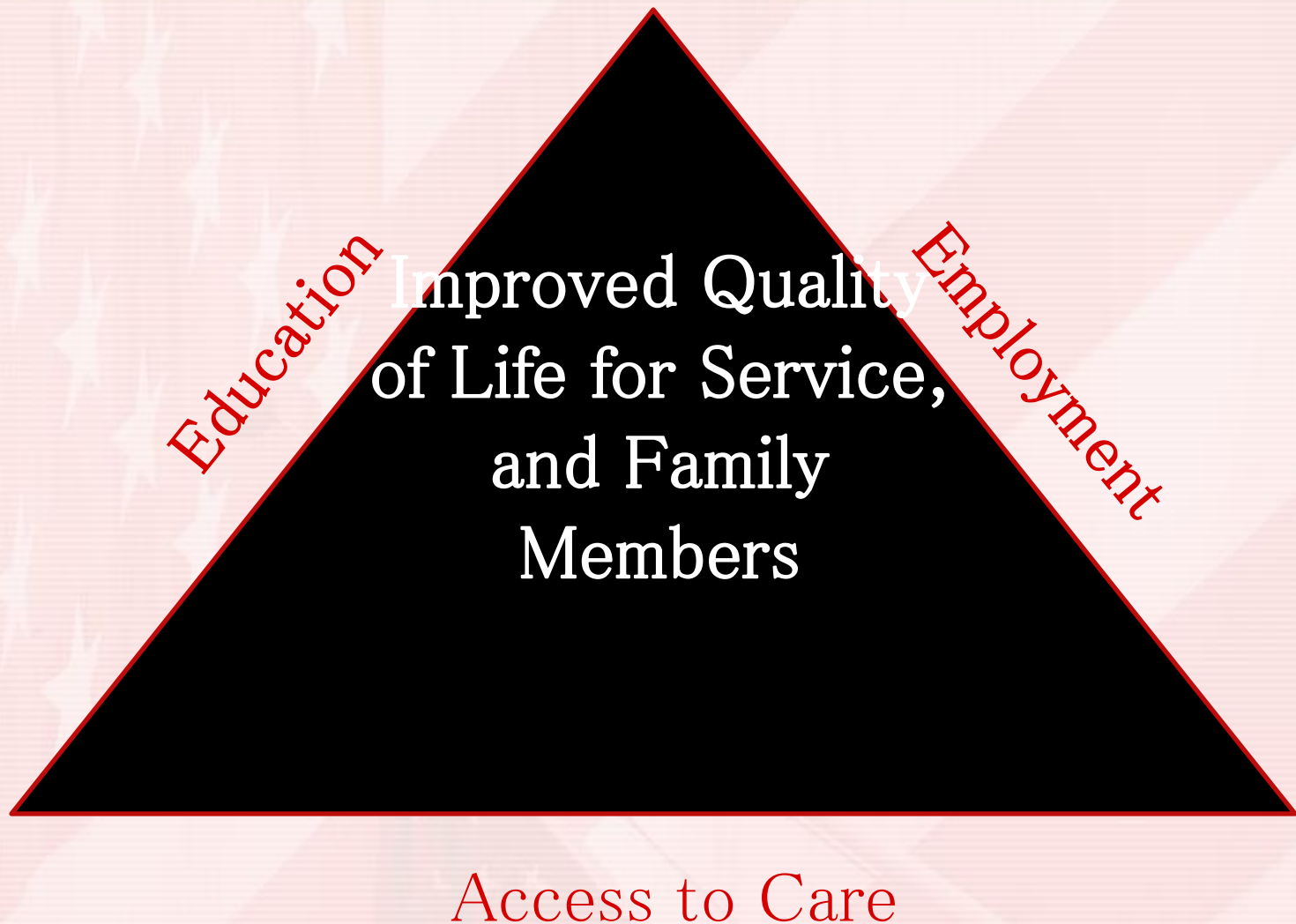
**17. Global Outlook**

**18. Client and Service-Oriented**

**19. Concerned About the Community and Family Environment**

**20. Specialized Advanced Training**

# Workforce Solutions



# Workforce Solutions: Tips For Effective Transition

- ✓ Address immediate needs prior to assisting in workforce, education, or upgrading of skills
- ✓ Identify and partner with community, government, and faith based organizations that can assist with veteran specific issues
- ✓ Engage family members
- ✓ Ensure a “peer to peer” counseling system whenever possible
- ✓ Assist them with identifying their soft, or hidden skills
- ✓ When referring to job postings, ensure they have the right “FIT”, both mentally, and physically





# Workforce Solutions: Tips For Effective Transition

## Identify Skills

- Veterans may have little or no experience with the civilian job market.
- It may be difficult for them to identify how their military skills or training is relevant to the role(s) they are pursuing.
- Allow for free flow description of everything they did and learned in the military – don't just ask about their MOS
- Ask the right questions or phrase questions the right way and you can go a long way toward making their experience and/or fit clear.

## Translate Skills

- An interviewing Veteran may in fact know that their military experience or skill is a strong match to the job they are pursuing,
- BUT they may lack the vocabulary to explain that fit
- Work this through together to articulate competencies and experiences to align with available positions

# Workforce Solutions: Tips For Effective Transition

- Develop short term, business driven training programs to upgrade skills
- Connect veteran clients with veteran associations within the colleges
- Establish a business driven veteran advisory group that will assist in a mentoring program
- College Credit for Heroes



# Workforce Solutions:Tools

- Veterans Retraining Assistance Program
- [www.dol.gov/vets/](http://www.dol.gov/vets/)
- [www.careeronestop.org/militarytransition/](http://www.careeronestop.org/militarytransition/)
- [www.mil2Fedjobs.com](http://www.mil2Fedjobs.com)
- Vocational Rehabilitation and Employment Vet Success Services
- [www.military.com/veteran-jobs](http://www.military.com/veteran-jobs)
- [www.onetonline.org/crosswalk/MOC](http://www.onetonline.org/crosswalk/MOC) or
  - [www.mynextmove.org/vets/find/military](http://www.mynextmove.org/vets/find/military)

# WDC Honorees





# In Memory of Wayne McDonald United States Army



Father of  
Judy McDonald

# Larry Jones, Colonel, US Air Force (Retired)



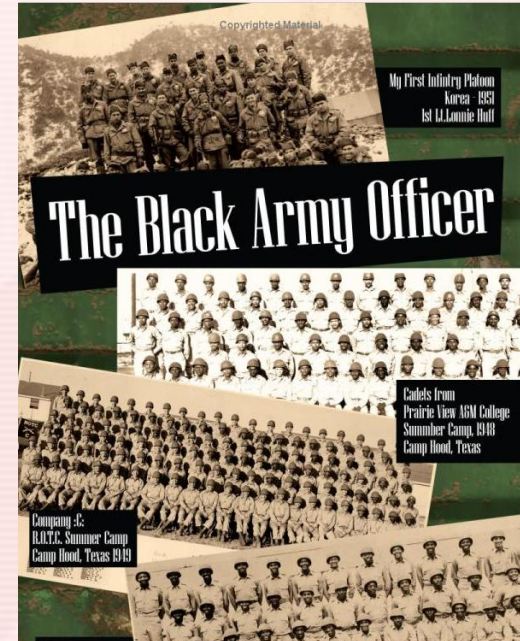
# Clyde McQueen, Sr. United States Army



Father of Clyde McQueen, Jr.

World War II and Korean War Veteran

Second Lieutenant – Infantry



Author of “The Black Army Officer”



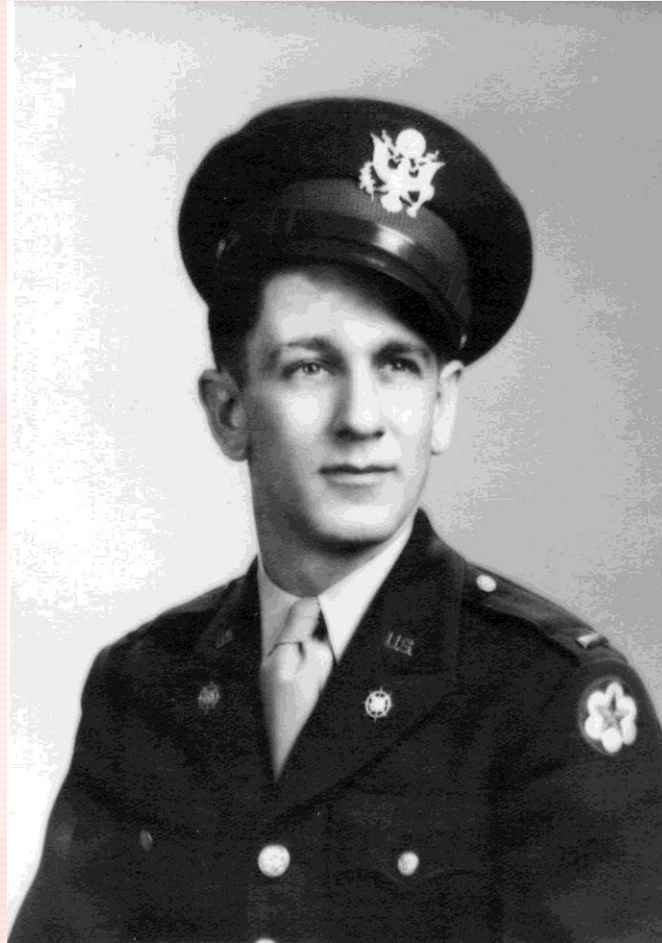
In Memory of Rene J. Bouillion (pictured with his wife  
Belle) - US Army



Uncle of  
Laurie  
Bouillion La



# Father of Laurie Bouillion Larrea



Father of  
Laurie Bouillion  
Larrea

# Reggie Murphy, US Army



U.S. Army

Security  
Agency

1976 - 1980

Sgt.

# Mayor of Arlington, TX - Dr. Robert Cluck

## US Air Force



In Honor Of  
Raphael (Mac) McAlister  
United States Air Force



Father of  
Jill Navarrete



# Cameron Benjamin Wiggins and Brandon Wiggins United States Navy and United States Coast Guard



Cameron Wiggins  
Senior Chief Petty  
Officer, USN (ret)

Brandon Wiggins:  
Aviation Survival  
Technician, 3<sup>rd</sup> Class

Husband and Stepson of Kathy Wiggins

# THANK YOU!

From Your Veteran Task Force

