

THE HEINZ ENDOWMENTS
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Pittsburgh Veteran Employer Coalition Quarterly Workshop #4

June 7, 2018

IN SERVICE TO THOSE WHO HAVE SERVED



Agenda

Welcome:

Megan Andros, Senior Program Officer, The Heinz Endowments

Introductions:

Anthony Cosby, Director, Employer Outreach, IVMF

Azimuth Check:

Jim McDonough, Managing Director, IVMF

Framing the Military Transition:

Nick Armstrong, Senior Director for Research & Policy, IVMF

Veteran & Military Spouse Panel:

Megan Andros, Senior Program Officer, The Heinz Endowments
Stacy Bayton, Sr. Vice President, CASY, and Anthony Cosby, Director, Employer Outreach, IVMF

Long Term Vision for PVEC & Preview of Activity #5:

Jim McDonough, Managing Director, IVMF

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Welcome

Megan Andros, Senior Program Officer, The Heinz Endowments

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Introductions

Anthony Cosby, Director, Employer Outreach, IVMF

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Azimuth Check

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Framing the Military Transition

Nick Armstrong, Senior Director for Research & Policy, IVMF

Outline

- Setting the Stage: Military Separations
- Overview of DoD's Transition Assistance Program (TAP)
- Remaining Challenges and Gaps
- Opportunity: Promoting Workforce Readiness through Public-Private Partnership

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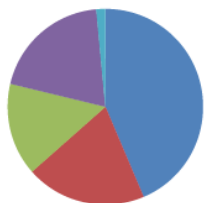
Setting the Stage

Military Separations Data

Key Stat:

About 200,000 service members separate, retire, or leave active duty annually.

Separations by Service



■ Army ■ Navy
■ Marine Corps ■ Air Force
■ Coast Guard

Separations by Service	
Service	July FYTD 2017
Army	44%
Navy	20%
Marine Corps	15%
Air Force	20%
Coast Guard	1%
Total	100%

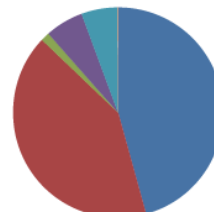
Separations by Component



■ Active ■ Guard ■ Reserve

Separations by Component	
Component	July FYTD 2017
Active	79%
Guard	10%
Reserve	11%
Total	100%

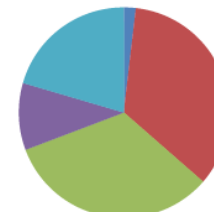
Separations by Grade/Rank



■ E1-E4 ■ E5-E9 ■ W1-W5
■ O1-O3 ■ O4-O6 ■ O7-O10

Separations by Grade/Rank	
Paygrade	July FYTD 2017
E1-E4	46%
E5-E9	41%
W1-W5	1%
O1-O3	6%
O4-O6	6%
O7-O10	0%
Total	100%

Separations by Years of Service



■ <1 ■ 1 to 4 ■ 5 to 10
■ 11 to 16 ■ >16

Separations by Years of Service	
Years	July FYTD 2017
<1	2%
1 to 4	35%
5 to 10	33%
11 to 16	10%
>16	20%
Total	100%

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Overview: DoD Transition Assistance Program

DoD Transition Assistance Program (TAP)

What is DoD TAP?

- A federal interagency initiative, led by the DoD, that “provides information, tools, and training to ensure service members and their spouses are prepared for the next step in civilian life whether pursuing additional education, finding a job in the public or private sector, or starting their own business.”

7 Federal Partners

- Defense, Veterans Affairs, Labor, Small Business Administration, Education, Office of Personnel Management, Homeland Security

Eligibility

- Mandatory for any service member, including Guard and Reserve, with at least 180 days of continuous active duty service.

DoD TAP: History

1991: TAP began in the post-Cold War drawdown

2011: In response to Presidential mandate, multiple federal agencies redesigned/strengthened TAP.

- Preparation begins at first permanent duty station–extends throughout military career
- Service members must meet Career Readiness Standards and develop an Individual Transition Plan
- Standardized basic curriculum and learning outcomes
- Tailored offerings to meet personal goals (i.e., education, technical training, entrepreneurship)
- **Mandatory participation;** classes limited to 50
- Commanders verify a service member’s readiness; may conduct ‘warm handover’ to helping agency if the member requires or desires assistance

Today: Established as DoD policy 29 Feb 2016

- Fully executed at 187 sites globally
- Administered and evaluated as an interagency program, chair rotates annually
- Curriculum reviewed/modified annually based on participant and other SME feedback
- Curriculum available online 24/7 for geographically separated service members, short-notice separatees, spouses, or as a refresher for those who went through the brick-and-mortar modules

DoD TAP: Curriculum

Pre-separation Counseling

DoD

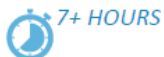
- Mandatory session to introduce the Individual Transition Plan (ITP)
- Discuss education and training, employment and career goals, financial management, health and wellbeing, and relocation and housing
- Service members can take final touchpoint of TAP up to 1 year prior to separation
- Retirees can take final touchpoint of TAP up to 2 years prior to retirement



Core Curriculum

DoD

- Transition Overview (30 min)
- Resilient Transitions (1 hour)
- MOC Crosswalk (2 hours)
- Personal Financial Planning for Transition (4-6 hours)



VA

- VA Benefits I Briefing (4 hours)
- VA Benefits II Briefing (2 hours)



DOL

- DOL Employment Workshop (3 days)



Additional Tracks

DoD, DOL, SBA



Accessing Higher Education



CAREER TECHNICAL TRAINING



ENTREPRENEURSHIP
"Boots to Business"



Capstone Event

DoD

- Culminating event in which Commanders verify achievement of Career Readiness Standards (CRS) and viable ITP prior to transition
- If not, referred to appropriate agency for further assistance



Scheduled by DoD TAP Managers

DoD TAP: Career Readiness Standards

- Prepare DoD standard 12-month post-separation budget
- Complete standard DoD Individual Transition Plan (ITP)
- Register on eBenefits (<https://www.ebenefits.va.gov>)
- Complete Continuum of Military Service counseling (active component only)
- Evaluate transferability of military skills to the civilian workforce (complete Military Occupational Code Crosswalk and DoD standardized gap analysis)
- Document requirements and eligibility for licensure, certification, and apprenticeship
- Complete an assessment tool to identify personal interests and leanings regarding career selection
- Complete a job application package or present a job offer letter
- Receive a Department of Labor (DOL) Gold Card and demonstrate understanding of post 9/11 Veteran priority at DOL American Job Centers
- Complete pre-separation counseling
- Attend VA Benefits I and II Briefings
- Attend the DOL Employment Workshop (unless exempt)

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Remaining Challenges – DoD TAP & Securing Post-Service Employment



- Tracking and ensuring participation across the services
- Access and rushed completion; limited time for post-transition planning and preparation (<90 days from separation)
- Translating policy to practice
 - *DoD moving toward a 'lifecycle' approach to career readiness vs. viewing transition as a final event*
- Culture change within the services
- Quality, consistency, and effectiveness
- **Key gap: Alignment with changing private sector workforce needs**
 - *TAP, by design, is intended to prepare service members with information and planning tools – it's not a civilian workforce training initiative*

Employment

- Securing employment still a top challenge despite unemployment figures
- Half or more service members looking to do something other than their military occupation
- Under-employment
- Job fit, alignment to career aspirations
- Retention

Commonly Cited Employment Challenges:

- translating military experience
- obtaining the right education and credentials
- identifying the right job opportunities
- job availability
- identifying employment opportunities that match experience and education
- pursuing a career different from their military specialization
- employer stigma
- civil-military knowledge gap in the workplace



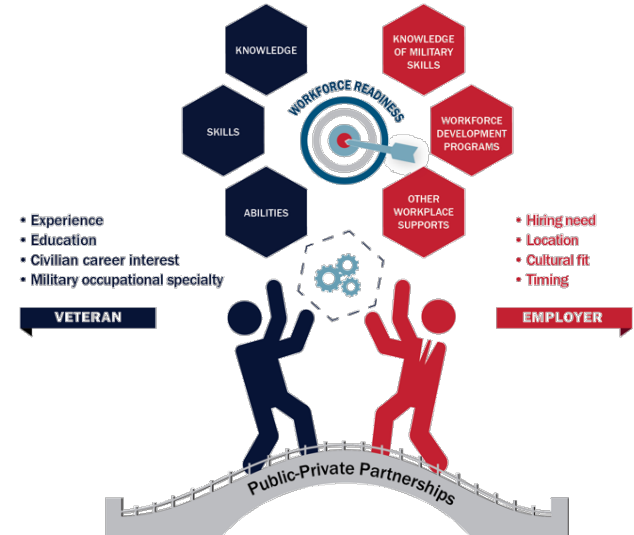
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The Opportunity: Driving Workforce Readiness through Public-Private Partnerships

WORKFORCE READINESS should be viewed as an interaction between:

- What the veteran brings to civilian workplace
- What employers put in place to understand, attract, and develop veteran talent in their workforce
- And what key public and private sector stakeholders do – in partnership – to prepare veterans for civilian employment, educate employers on the nuances of veteran hiring and retention, and create better pathways to employment in key growth industries



Veteran & Military Spouse Panel

Describing their struggles to find meaningful employment and fit within the private sector throughout greater Pittsburgh

*Megan Andros, Senior Program Officer, The Heinz Endowments
Stacy Bayton, Sr. Vice President, CASY & Anthony Cosby, Director Employer Outreach, IVMF*

Veteran & Military Spouse Panel



Nick Grimes

*Post 9-11 Director of Programs and Operations
Veterans Breakfast Club*



Jake Voelker

*Chief Operating Officer & Partner
VooDoo Brewery
Army Veteran*



Stephanie Grimes

*Pittsburgh City Impact Manager
The Mission Continues
Army Spouse*



Patti Gerhauser

*Community Organizer
Hazelwood Initiative
Navy Veteran*



Tim Jones

*Client Assistant
Veterans Leadership Program
Navy Veteran*



Matt Landis

*Embedded Systems Engineer
Human Engineering Resource Laboratory
Army Veteran*

Long Term Vision for PVEC

Discuss sustainment strategy goals/objectives and Employer Toolkit implementation

Jim McDonough, Managing Director, IVMF

PVEC Workshop #5 Preview – September 13th, EIC

The fifth meeting will feature Dr. Mike Haynie, speaking with area university and college Presidents about the commitment required to see student veterans and their spouses thrive, post college and service, a PVEC career fair hiring event, and social segment. *Lunch Provided*

Jim McDonough, Managing Director, IVMF



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Thank You

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12 Month Activity Cadence with Quarterly Meet-Ups

Activity 5 – Quarterly Workshop #5 | September 13th 2018

The fifth meeting will feature Dr. Mike Haynie, speaking with area university and college Presidents about the commitment required to see student veterans and their spouses thrive, post college and service, a PVEC career fair hiring event, and social segment.

Activity 6 – Coalition Azimuth Check – Sustainability | December 6th 2018

This meeting will focus on PVEC's future, the transfer of responsibility, and the way forward. Social hour will follow with refreshments provided.