

Washington State Military Transition Council



**QUARTERLY MEETING
TUESDAY, JUNE 3, 2014
10:00 AM – 12:00 PM**

Today's Agenda



- Opening Remarks
- Vet Corps and Veteran Supportive Campus Initiative
- Employment Group Request Presentation
- Governor's Remarks & Military Transition Council Year End Review
- Strategic Communications Plan
- Education Presentation
- Round Table & Closing

Welcome



**ALFIE ALVARADO
& COL HODGES**

Vet Corps and Veteran Supportive Campus Initiative



**JASON ALVES
& PETER SCHMIDT**

WA SENATE RESOLUTION 8632

April 23, 2009

Best practices including veteran-friendly campus characteristics that lead to improved academic stability and success...have been identified;

SENATE RESOLUTION 8632

By Senators Jacobsen, Kohl-Welles, and Fraser

WHEREAS, More than two million veterans who served in Iraq or Afghanistan will have the opportunity to attend college under the new and improved G.I. Bill; and

WHEREAS, A vast majority of these veterans will pursue higher education making them the largest group to do so from any war in American history; and

WHEREAS, The Washington State Department of Veterans Affairs, the Higher Education Coordinating Board, the State Board for Community and Technical Colleges, and public institutions of higher education are committed to helping veterans be successful in their pursuit of higher education; and

WHEREAS, The transition from military service to civilian life, including life on a college or university campus, can be challenging especially for veterans who often must balance employment and family in addition to their student obligations; and

WHEREAS, Best practices including creating veteran-friendly campus characteristics that lead to improved academic stability and success for returning war veterans have been identified; and

WHEREAS, The Washington State Department of Veterans Affairs Post Traumatic Stress Disorder Counseling Program under the exemplary leadership of Thomas Schumacher and Dr. Peter Schmidt have identified and begun sharing best practices with college personnel throughout the state; and

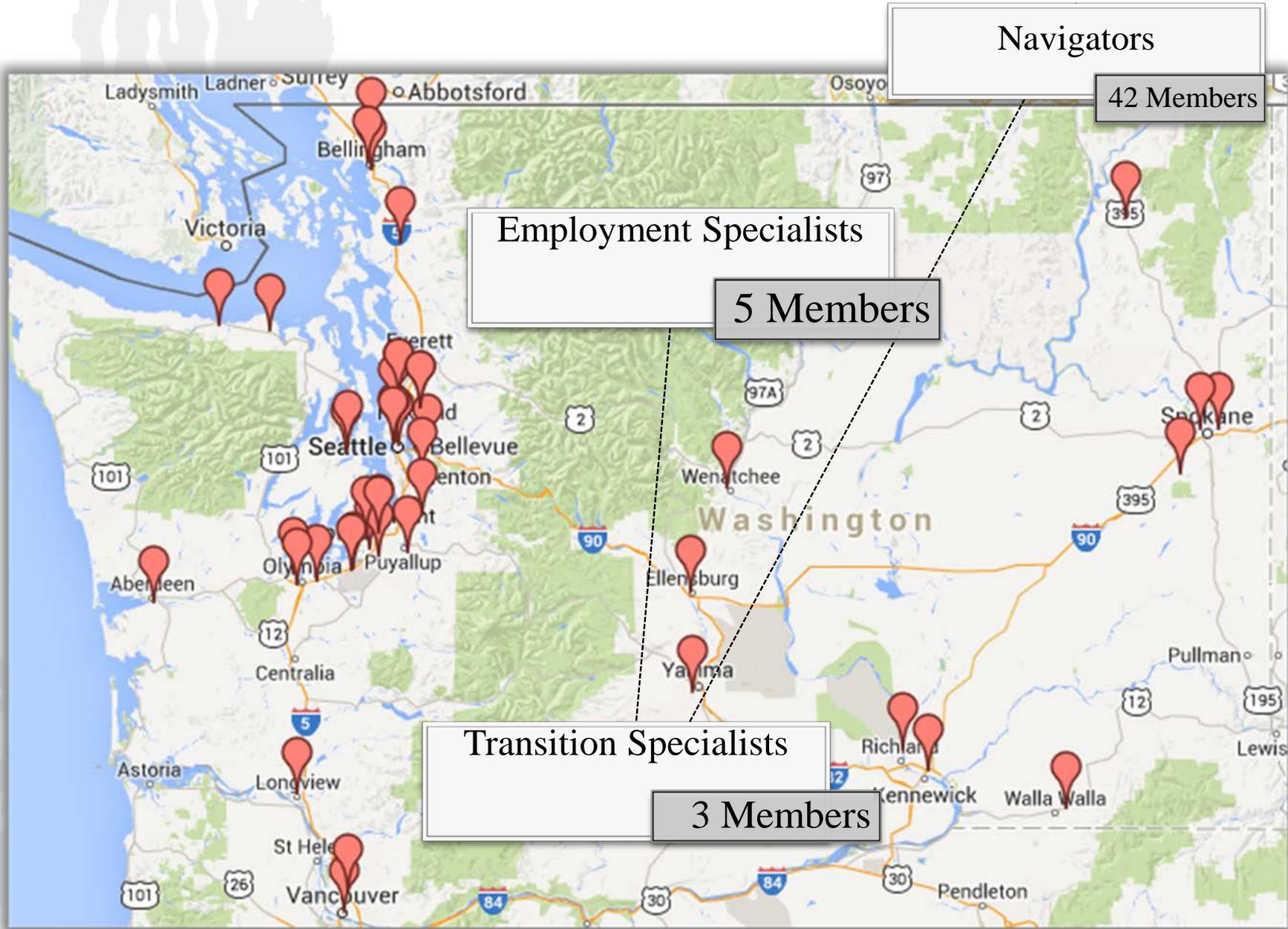
WHEREAS, State agency partners and the higher education community will continue working collaboratively to ensure all federal and state resources are maximized and accessible to returning veterans pursuing higher education;

NOW, THEREFORE, BE IT RESOLVED, That the Washington State Senate recognize the vital partnership between the Washington State Department of Veterans Affairs and the higher education community in the ongoing success of Washington State veterans in their continuing education and transition into the civilian workforce; and

BE IT FURTHER RESOLVED, That copies of this resolution be immediately transmitted by the Secretary of the Senate to the Washington State Department of Veterans Affairs, the Higher Education Coordinating Board, the State Board for Community and Technical Colleges, and all institutions of higher education working to integrate veterans into their programs.

I, Thomas Hoemann, Secretary of the Senate,
do hereby certify that this is a true and
correct copy of Senate Resolution 8632,
adopted by the Senate
April 23, 2009

THOMAS HOEMANN
Secretary of the Senate



PARTNERS for VETERAN SUPPORTIVE CAMPUSES

September 10, 2009



- 9 State Agencies
- 29 Higher Ed Institutions have signed
- 11 Universities, 4 Branch, 2 Privates
- 17 CTC's
- 1 Tech Inst.

Partners for Veterans Supportive Campuses

Presented to

College or University

On behalf of the State of Washington, we extend our thanks to you as an official Partner for Veterans Supportive Campuses.

Together we pledge to serve veterans and their families by providing support services and referrals to help veterans achieve their higher education goals.

Date

First Gentleman Mike Gregoire
Office of the Governor



John E. Lee
WDVA Director



College or University President
and Seal

WSMTC Strategic Planning Committee Endorsement Request Public Sector Veterans Hiring Initiative



ROBERT HUMES
WASHINGTON STATE OFFICE OF
FINANCIAL MANAGEMENT,
STATE HR

Bottom Line



- WSMTC Strategic Planning Committee is requesting the Council's endorsement and assistance with developing an educational forum and webinar series for public sector leaders on the topic of hiring veterans
- Create venue(s) for HR directors, hiring managers, and recruiters to better understand the skills and abilities that veterans bring to the public sector, as well as propagate best practices in designing HR systems that support the acquisition of veteran talent

Background



- Average age of managers in the public sector is 53 years old
- Employee turn-over rate for some public sector jobs is growing creating a talent demand bubble
- The organizational structure and core values of the public sector closely align to military service in a way that is familiar to veterans

We are specifically requesting:



- The endorsement of a public sector veteran employment conference and webinar series
- The endorsement to commit personnel and other resources necessary for success

Remarks



GOVERNOR JAY INSLEE

WSMTC Year In Review and the Strategic Communications Plan



ROBIN BAKER & MARY FORBES

WSMTC Year In Review

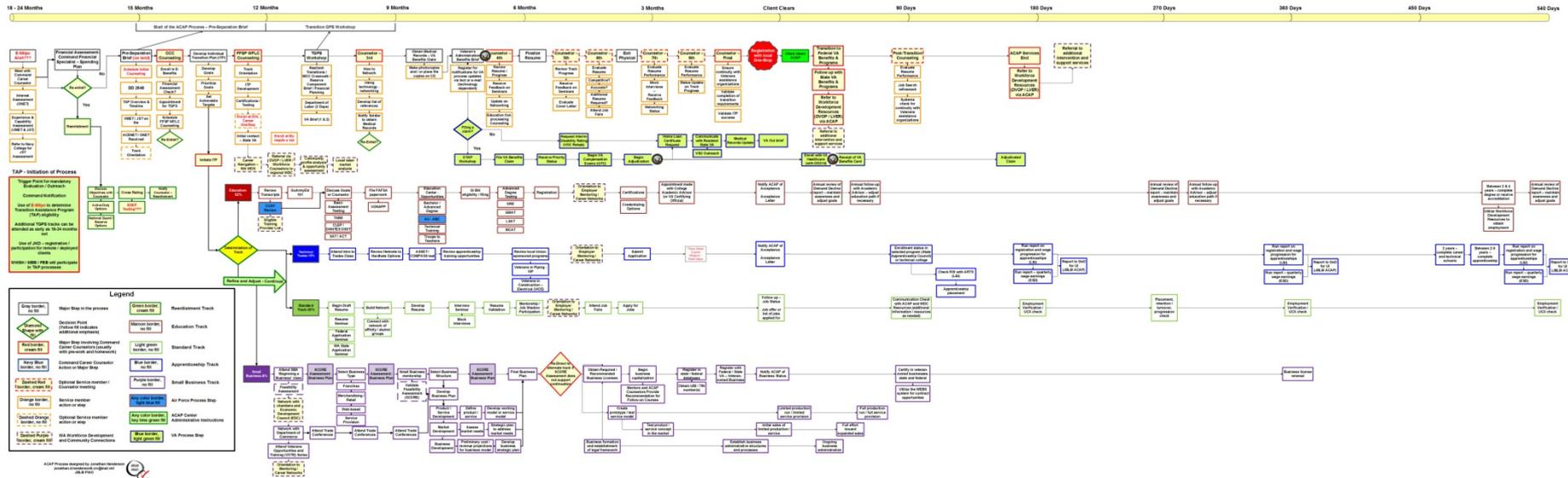


- WSMTC Vision = Washington State the lowest Veteran Unemployment state and highest Veteran wage earning state are closely aligned with Results Washington - Goal 2 and 5
 - Goal 2- Increase Employment Rate for Veterans from 67% to 70% by 2015/Increase utilization of state-certified small businesses (Veteran-Owned: 5%)
 - Goal 5- Increase WA as an employer of choice from 63% to 66%
- \$5.6 Million Department of Labor National Emergency Grant Awarded to Pacific Mountain Workforce Development Council (Camo2Commerce)
 - Partnership with WorkForce Central, Morningside, Thurston and Pierce County Chambers and Thurston Economic Development Council
- WDVA/OFM Data Share Signed to begin longitudinal study of Veterans
- The Veteran Employee Resource Group (VERG) has partnered with JBLM ACAP and increased the number of transitioning Service Members who are gaining state employment, supporting the Veteran's Fellowship Program (6 Participants to date), supporting NW Edge and site visits with State Agencies and co-sponsoring hiring events – 18 State Agencies were represented at Career Day

WSMTC Expansion Efforts



Service member Transition Map – 3 Year Overview with Navy Items Identified



- Draft Navy Transition Process Map
- WDVA, Office of Financial Management (OFM) and Commerce Met With Spokane Area Workforce Development Council

Washington State Military Transition Council

– Enhanced Program Support



-Enhanced initiatives supporting transition service at JBLM are a direct result of the consolidated efforts of WSMTC members, the work groups and the executive board

-Existing Programs that can be exported to sister services across Washington include:

- Higher Education Group: Off-site visits to College Campuses

- Career Technical Track Group: Union and Technical Program locations

- Entrepreneurship Group/Camo2Commerce: Small Business Incubator sites

- Standard Career Track Group: Joint Career Days with SHRM agencies and Chambers of Commerce

- Data-share agreement

- NW Edge Program

- Multiple Apprenticeship Training Opportunities Available to Service Members both on base and in the surrounding communities

Service Members Supported By WSMTC Activities Past Year



Activity	# Of Service Members Supported
Higher Education Trips	960
Career Technical Track Trips	600
Entrepreneurship Trips	250
Hiring Events	2200
NW Edge Cohorts	55
Camo2Commerce Program (JAN 14)	195 Enrolled/43 Placements
Total	4260

-A tangible result of the partnerships developed is the increase from 18% of Service Members leaving JBLM with a job in DEC 11 to 38% in APR 14

NW Edge Program



❖ **7 WEEK PROGRAM, MEETING EVERY TUESDAY, FACILITATED BY DIFFERENT PARTNER AGENCIES PROVIDING TRANSITION WORKSHOPS COVERING:**

- ✓ Speaking Civilian (UW, Dylan Medina)
- ✓ Social Media-LinkedIn (ProLango, Paul Anderson)
- ✓ WA State Economic Demographics (EDC, Michael Cade/C2C)
- ✓ Resume Tailoring (Owner, of THROC, Nancy Zellers)
- ✓ Interview Workshop (ACAP)
- ✓ Mock Interviews (partnering with, private, corporate, state and federal)
- ✓ WA State Opportunities (WA State VERG & HR)
- ✓ NW Edge Social (The Roadhouse Bistro at Russell's Landing)

Cohort	Participants	Hired	Information Interview/ Interview
1 Jan 14- Feb 18	22	5	75%
2 Apr 1- May 13	33	6	80%
3 Jun 10- Jul 22	25 currently registered, 10 on wait status		



NW Edge Participant Presentation



ANN REITER

Strategic Communication Plan



- Vision
- Values
- Future State
- Communication Plan Objectives and Goals
- Key Stakeholders and the Message



WASHINGTON STUDENT ACHIEVEMENT COUNCIL

EDUCATION › OPPORTUNITY › RESULTS

Gene Sharratt genes@wsac.wa.gov

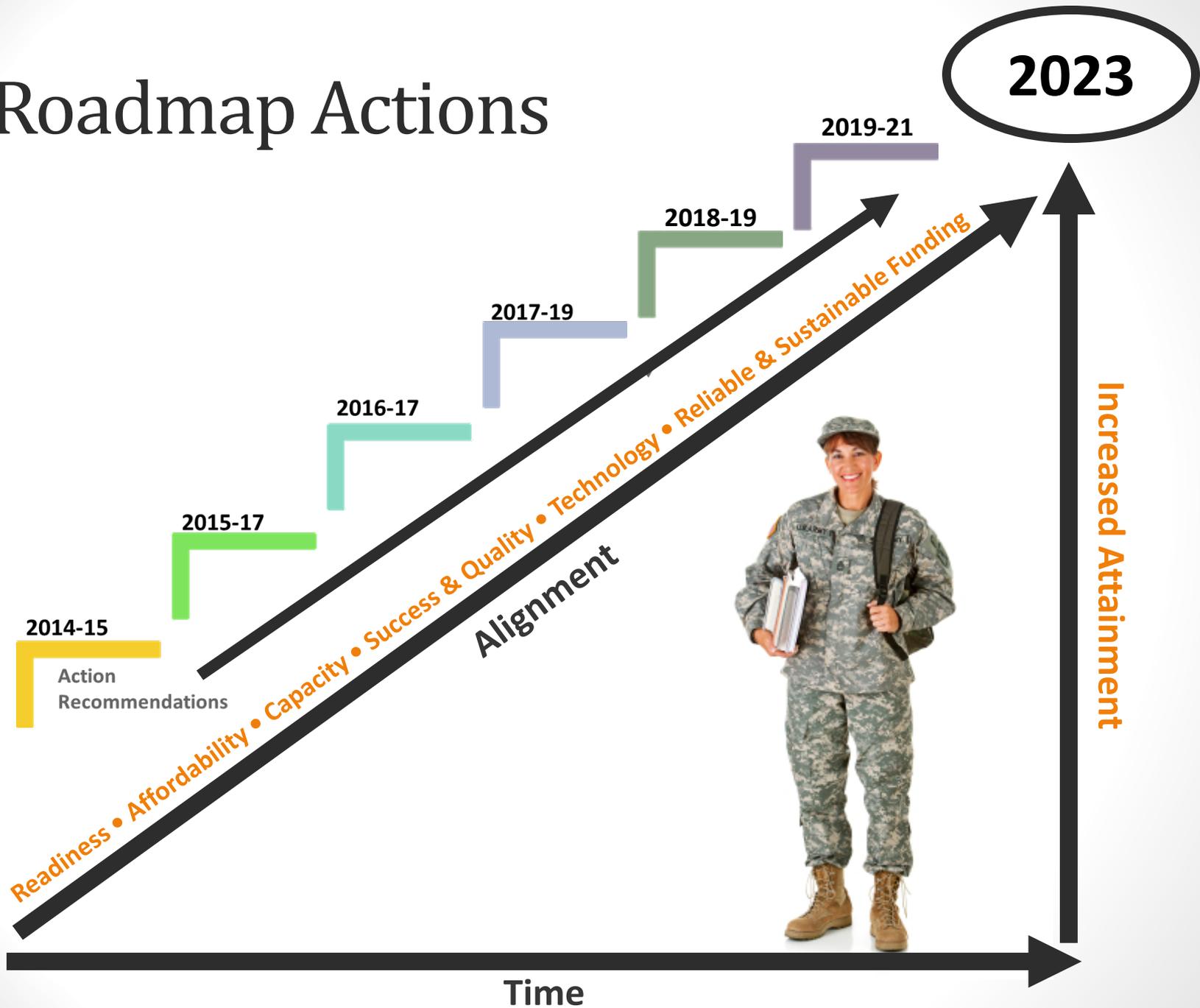
Jim West jimw@wsac.wa.gov



Our Vision:

We inspire and foster
excellence in
educational attainment.

Roadmap Actions



Washington Student Achievement Council Roadmap

Educational Attainment Goals

The 2013 Roadmap Report developed in collaboration with policy makers, educational partners, and stakeholders from across the state-established two bold attainment goals for 2023.

- ***All adults in Washington (25-44) will have a high school diploma or equivalent. (currently at 89%)***
- ***At least 70% of Washington adults (25-44) will have postsecondary credential. (currently at 50%)***

Washington PLA Workgroup

Recommended in 2010.
Created by Legislature in 2011.
Reaffirmed in 2012 (RCW 28B.77.230).

The Washington Student Achievement Council shall convene the Academic Credit for Prior Learning Work Group to:

- **Increase** the number of students who receive academic credit for prior learning and the number and type of academic credits accepted for prior learning.
- **Develop transparent policies and practices** in awarding PLA credit and improve prior learning assessment practices.
- **Create tools** to develop faculty and staff knowledge and expertise in awarding credit for prior learning.
- **Develop articulation agreements**
- **Develop outcome measures** to track progress on the goals outlined in this section.

What is Prior Learning

Prior Learning is defined as knowledge and skills gained through

- Military training and experience,
- Work and life experience,
- Formal and informal education and training from in-state, out-of-state, and foreign institutions



2012-13 PLA Data

Summer 2012-Spring 2013 Data Summary:

- **4,595** - Number of students receiving PLA credit.
- **84,778** - Number of academic PLA credits.



PLA Workgroup Activity - 2014

Moving Forward

#1 Priority and Focus

Veterans and military prior learning

- **SB 5969** – develop and collect policies & strategies to deploy information.
- **Crosswalks** - between military and college courses and programs. (e.g. MP training to Highline Administration of Justice).
- **Implement SB 5318** – remove the one year residency waiting period for Veterans and families.

Washington Community & Technical Colleges

Getting Veterans back to work



- Each of our colleges have a process to award college credit for military occupation, training, and coursework.
- Dedicated resources to serve veterans, such as support personnel or veterans centers.
- Specialized training aimed at transitioning service members into high-demand careers.
- Educational advising, counseling ,and assistance.
- Financial aid and tuition assistance, including help with post-911 GI Benefits.
- 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.

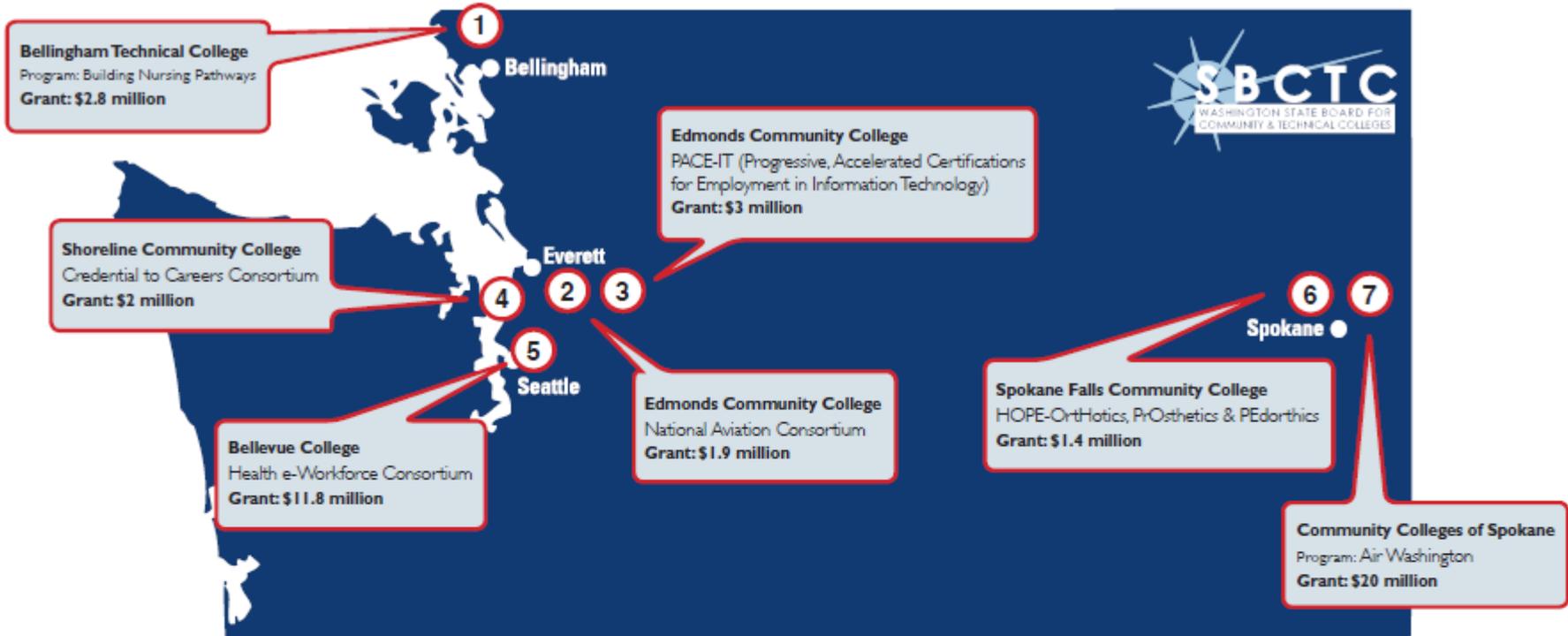


A Career Pathway



- Washington's community and technical colleges look beyond campus-based efforts to the entire labor market that awaits veterans.
- Community and technical colleges have won a combined \$43.5 million in federal U.S. Department of Labor grants to train veterans in high-demand fields across the state.
- Colleges are also working to train veterans for jobs that fit well with their military experience.
- Pierce, Bates, Green River and Olympic colleges are working on a statewide process to help veterans succeed in the allied health industry. The colleges are devising a process for transitioning military medics and internet technology specialists into counterpart roles in allied health and IT fields.

WASHINGTON STATE AWARDS: DEPARTMENT OF LABOR TAACCCT PROGRAM



1	2	3	4	5	6	7
<p>Bellingham Technical College</p> <p>Bellingham Technical College and its employer and workforce partners provide train TAA-eligible workers, veterans and their spouses, long-term unemployed workers and others for work in the high-wage, high-demand field of Registered Nursing.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Big Bend Community College • Clover Park Technical College • Everett Community College • North Seattle College • Olympic College • Peninsula College • Renton Technical College • Skagit Valley College • South Seattle College • Wenatchee Valley College 	<p>Edmonds Community College</p> <p>PACE-IT uses online, competency-based learning to ensure students earn industry-recognized credentials – including associate and baccalaureate degrees – as they engage with employers and strengthen pathways to high-wage, high-demand IT jobs.</p>	<p>Edmonds Community College</p> <p>As part of the National Aviation Consortium, Edmonds Community College positions aviation employers as the central driving force in identifying and standardizing required competencies and skills to help close the skills gap experienced by the aviation industry.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Tulsa Community College (OK) • Ivy Technical Community College (IN) • Gulfport Technical Community College (NC) 	<p>Shoreline Community College</p> <p>Together with The Aspen Institute and Achieving the Dream, the Credentials to Careers consortia is building the capacity of community colleges to effectively serve STEM employers and unemployed workers.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Northern Virginia Community College (VA) • Austin Community College (TX) • Los Angeles Trade Technical College (CA) • Virginia Western Community College (VA) • Muskegon Community College (MI) • Mott Community College (MI) 	<p>Bellevue College</p> <p>The Health e-Workforce Consortium provides training in the high-demand, high-wage field of Health Information Technology for veterans and their eligible spouses, TAA-eligible individuals, and others while addressing gaps in educational infrastructure and stimulating employment.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Bellingham Technical College • Clark College • Clover Park Technical College • Pierce College • Renton Technical College • Spokane Community College • Whatcom Community College • Northern Virginia Community College (VA) 	<p>Spokane Falls Community College</p> <p>The HOPE Consortia expands and improves the delivery of orthotic and prosthetic career education by increasing the attainment of industry-recognized credentials needed for the changing health status of communities and predicted shortage of workers.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Baker College (MI) • Century College (MN) • Oklahoma State University Institute of Technology (OK) • St. Petersburg College (FL) 	<p>Community Colleges of Spokane</p> <p>Air Washington researches, designs, develops and implements comprehensive, current and innovative education, training and services necessary to meet Washington state's growing aerospace industry workforce demands.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Big Bend Community College • Clover Park Technical College • Everett Community College • North Seattle College • Olympic College • Peninsula College • Renton Technical College • Skagit Valley College • South Seattle College • Wenatchee Valley College



CENTRAL WASHINGTON UNIVERSITY

EASTERN WASHINGTON UNIVERSITY

THE EVERGREEN STATE COLLEGE

UNIVERSITY OF WASHINGTON

WASHINGTON STATE UNIVERSITY

WESTERN WASHINGTON UNIVERSITY

WASHINGTON STATE

Council of
Presidents

**Washington State Military
Transition Council**

Paul Francis, Executive Director

June 3, 2014

About COP

COP is a voluntary association of Washington's six public baccalaureate degree granting college and universities. We strive to be a common voice for the public baccalaureate sector and the most respected and trusted resource for decision makers on issues affecting public higher education. We foster coordination and collaboration among the public baccalaureates as well as with myriad partners.



President Jim Gaudino, President Elson Floyd, President Bruce Shepard, President T. Les Purce, President Rodolfo Arévalo, and President Michael Young

Council of Presidents Initiatives



- Formed a new **COP Veterans Center Directors group** to foster collaboration and information sharing across campuses, including implementation of recent state legislation
- Working with ERDC and WSDVA to **improve veterans data collection** in order to accurately account for, provide support to, and track the success rates of veterans on our campuses
- Continued discussions regarding including student veterans related information on **Washington's statewide public four-year dashboard**





Serving Those Who've Served

- All six public baccalaureate institutions have been consistently recognized by GI Jobs as “**military friendly schools**”, placing in the **top 15%** of all schools nationally
- All institutions have been designated as “**veteran supportive campuses**” by the Washington State Department of Veterans Affairs
- All offer **student financial assistance** via scholarships, grants, loans, work study, and tuition waivers to those student veterans who qualify
- All provide **priority registration** to eligible veterans and National Guard members
- All maintain **student veteran resource centers**
- All currently partner with a myriad of **campus, local, statewide, regional, and national support organizations**





Campus Highlights

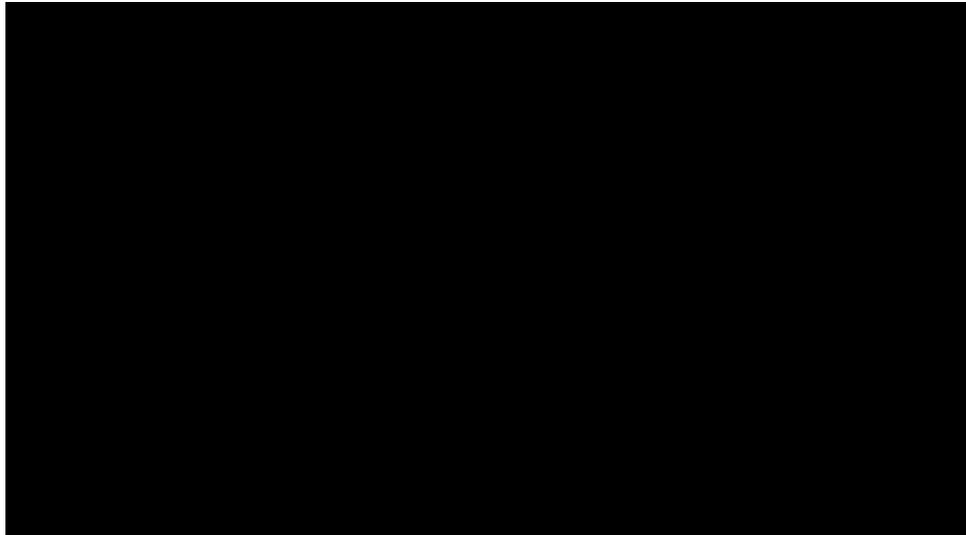
Central Washington University

- Launched a **first-in-the-nation web and mobile "Veterans App"** (VAPP) to help connect military veterans earn degrees. VAPP includes:
 - A lockbox for online storage of military service records
 - An ability for users to browse veterans' service providers by major categories
 - A checklist of required steps needed to transition out of the military
- Home to the **only chapter of the SALUTE Veterans National Honor Society** at a public institution in Washington
- Conducting a broad **veterans needs assessment** to ensure there are no gaps in service, including:
 - A detailed survey of veteran students
 - A series of focus groups form around the state



Eastern Washington University

- **Largest veterans resource center** in the Pacific Northwest
- **“Got Your Six”** campaign
- Annual **veterans resource fair**
- EWU student vet Mauricio Zumba named **2014 Tillman Military Scholar** (one of 58 nationally)



The Evergreen State College



- Ranked **8th** for best colleges in the West for veterans by U.S. News & World Report
- Organized **first Regional Higher Education Summit on Veteran Retention** (Spring 2012)
- Celebrate veterans: **Annual Fall quarter veterans reception**
- Veterans receive **challenge coins**, and **veteran specific sashes** are worn at graduation



University of Washington

- Since 2009, the University of Washington has experienced a **104% increase** in veteran enrollment across all three campuses.
 - 92% Washington state residents
 - 80% above the age of 25
 - 40% graduate and professional programs
- The UW strives to be veteran **effective**, not just veteran friendly. UW uses innovative programming to help our veterans and their families reach their education/career goals.
 - **Transitions Services Center at JBLM** support Washington's entire public higher education system
 - **Veterans Incubator for Better Entrepreneurship (VIBE)** is an experimental program that supports entrepreneurial talent while students get their degree
 - **Red Badge Project** provides programming to specifically support wounded warriors
 - New degree programs like **Master's in Cyber-security and Leadership** have been established at the direct request from soldiers at Camp Murray
 - Student community groups (H.U.M.V, Law, Medicine), free career counseling, and peer networking opportunities
- The UW strives for consistent veteran service improvement and effectiveness
 - Comprehensive survey and assessment of UW veteran and active duty programs and support service. Project lead is senior Vice President of External Affairs (Randy Hodgins)

Washington State University

- Online graduate degree programs in business and engineering named the **nation's 3rd best online degree offerings for military veterans** by U.S. News & World Report
- Students have access to **free counseling** at WSU Counseling Services and the Department of Psychology Clinic
- WSU Vancouver offers **classes and training on Post-traumatic Stress Disorder** for staff and faculty. WSU Tri-Cities: **VITAL (Veteran Integration to Academic Leadership)** program
- Veterans make up more than 8% of the student body at WSU Tri-Cities



Western Washington University

- Veteran Services is staffed by **veteran work-study students**, benefits are certified by a veteran staff person, and the program is directed by a veteran
- The **Associated Students Veterans Outreach Center** helps veterans and concerned individuals with information about:
 - ✓ Employment
 - ✓ Educational opportunities
 - ✓ Counseling
 - ✓ Disabilities
 - ✓ Benefit information
- Coordinates a variety of programs each year, including our **Veterans Day Ceremony** and **Patriot Week**, to educate, promote discussion, build community and show support for our veteran students on campus



High Skills, High Wages for Veterans: Alternative Pathways to Employment

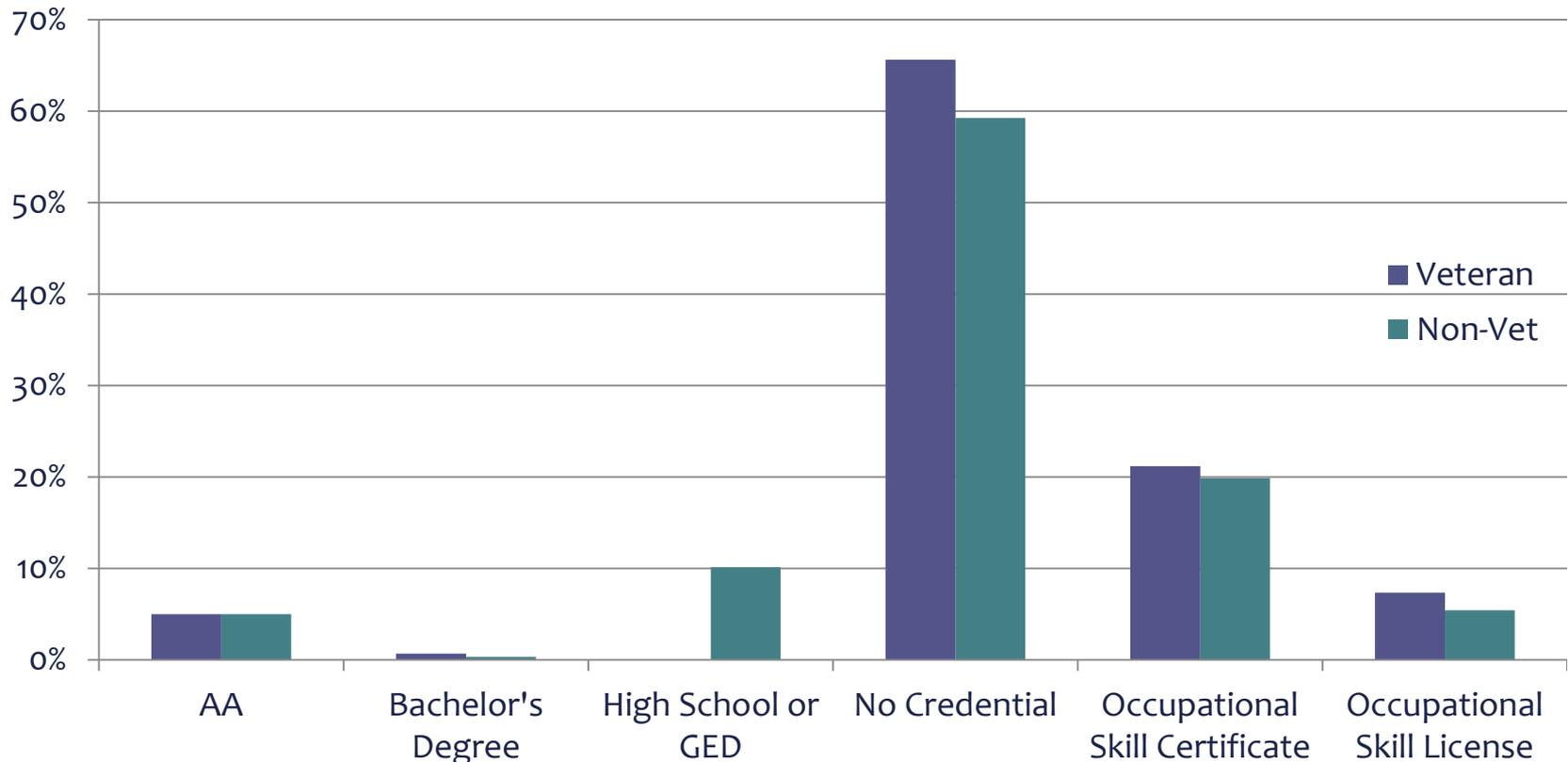
Eleni Papadakis
Executive Director
Workforce Board

Workforce Training and
Education Coordinating Board



Credentials of Workforce Investment Act Veterans v. Non-Veterans

Veterans Make Similar Education Choices as General WIA Population



Source: Washington Employment Security Department, January 2011 through June 2013

Veterans Using WorkSource Services Have Higher Education Levels Than Non-Veterans

Percent of WorkSource Clients with Postsecondary Education		
	Veterans	Non-Veterans
2011	55.0%	40.0%
2012	54.4%	40.9%
2013	55.2%	41.7%

Postsecondary definition: At least one year of college

Employment Rates After Utilizing WorkSource Services

	Veterans	Non-Veterans
2011	55.4%	53.4%
2012	60.1%	56.0%
2013	55.9%	57.0%

Recent figures show veterans are less likely to be employed after going to WorkSource than non-veterans, although in previous years their employment rates have been higher than non-veterans.

Veterans Accessing WorkSource

Number of Individuals Utilizing WorkSource Services			
	Non-Veterans	Veterans	% Veterans
2011	277,703	26,307	8.7%
2012	241,841	22,116	8.4%
2013	210,652	20,924	9.0%

The number of veterans coming to WorkSource is dropping, but more slowly than the general population.

Apprenticeship Works for Veterans

- Pre-apprenticeship models for **active duty members**
- Military training specific to the occupation can be applied to the number of hours required to complete an apprenticeship – **shorter time** to completion!
- Connection to employers – apprenticeship is directly linked to a **full-time** job from Day 1
- Not just a job – apprenticeship leads to a **lifelong career**
 - 99% of apprenticeship employers provide health and retirement benefits (Source: Labor and Industries)

Apprenticeship: The Original 4-Year Degree

2014 Performance Results

- Employment Rate (All Participants) 74%*
- Employment Rate (Completers) 84%*
- Median Hourly Wage (All Participants) \$28.61
- Median Annualized Earnings (All Participants) . . . \$44,578
- Median Annualized Earnings (Completers) \$63,869

*Understated – does not include self-employment, military or out of NW region employment.

Source: 2014 Workforce Training Results (Workforce Board)

<http://wtb.wa.gov/WorkforceTrainingResults.asp>

Private Career Schools Offer Viable Pathways For Veterans

- Licensed and regulated by the Workforce Board to ensure **consumer protection**
- Short-term, career-focused training
- Direct pathways to employment
- Hands-on, experiential learning
- Regimented learning environment similar to military structure



NORTHWEST
CAREER COLLEGES
— FEDERATION —

Committed to Veterans

Thank you for allowing us to present today!

Questions?

Eleni Papadakis

Executive Director

Workforce Board

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Workforce Training and
Education Coordinating Board



Higher Education Working Group

Year 1 Highlights



- Gap analysis on participation - from 10 members to 72 across state
- Producing “asset maps” for higher education field
 - For students, e.g., contacts at veteran centers
 - For institutions, e.g., best practices; funding questions
- Working to identify best mechanisms to share those resources (see handouts)
- June 17, Bates Technical College hosting “directory” meeting
- Continuing discussions on best ways to support success in college (e.g., funding basic English/math; “college 101”; tutoring; peer mentors on campuses)
 - Important for transition, retention, graduation

Upcoming Meeting Dates



Put this date on your calendar!
Time & Place will soon follow.

Tuesday, September 9, 2014

Roundtable



ALL

Public Comment & Announcements



Questions/Comments?

**COL Charles “Chuck”
Hodges**

Joint Base Commander
WSMTC Military Liaison

Mrs. Robin J. Baker

Transition Services Manager
JBLM

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**Lourdes “Alfie”
Alvarado**

WDVA Director
WSMTC Co-Chair

Liza S. Narciso

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