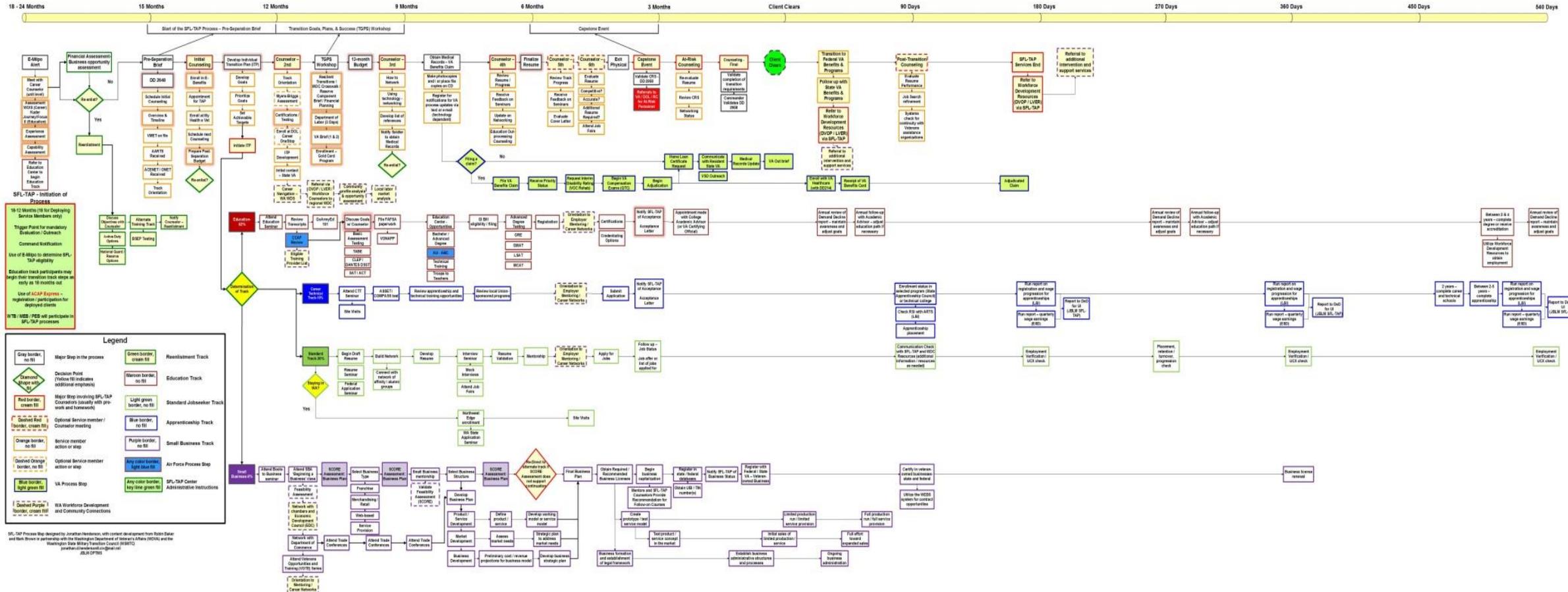


***Washington State
Military Transition
Council
(WSMTC)***

Enables WSMTC to Work Upstream Towards Common Goals

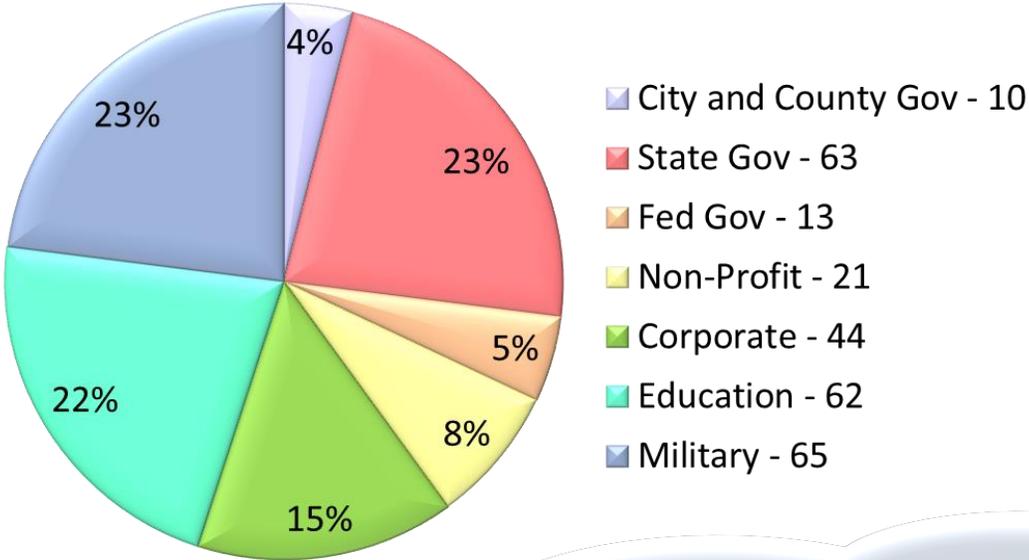
Joint Base Lewis-McChord (JBLM) Service Member for Life – Transition Assistance Program (SFL-TAP) and Washington State Military Transition Process Map
3 Year Overview (As of: 29 JAN 2015)



A tangible result of the partnerships developed is the increase from 18% of Service Members leaving JBLM with a job in Dec 11 to 42% in Dec 14.

Executive Order 13-01 Formalizes the Coalition of the Willing

WSMTC Participants = 278



24 Feb '15: WDVA receives Abraham Lincoln Pillars of Excellence Award from the U.S. Department of Veteran Affairs in the category of Innovative State Programs.

Washington State - the lowest Veteran unemployment state and highest Veteran wage earning state are closely aligned with Results Washington - Goal 2 and 5

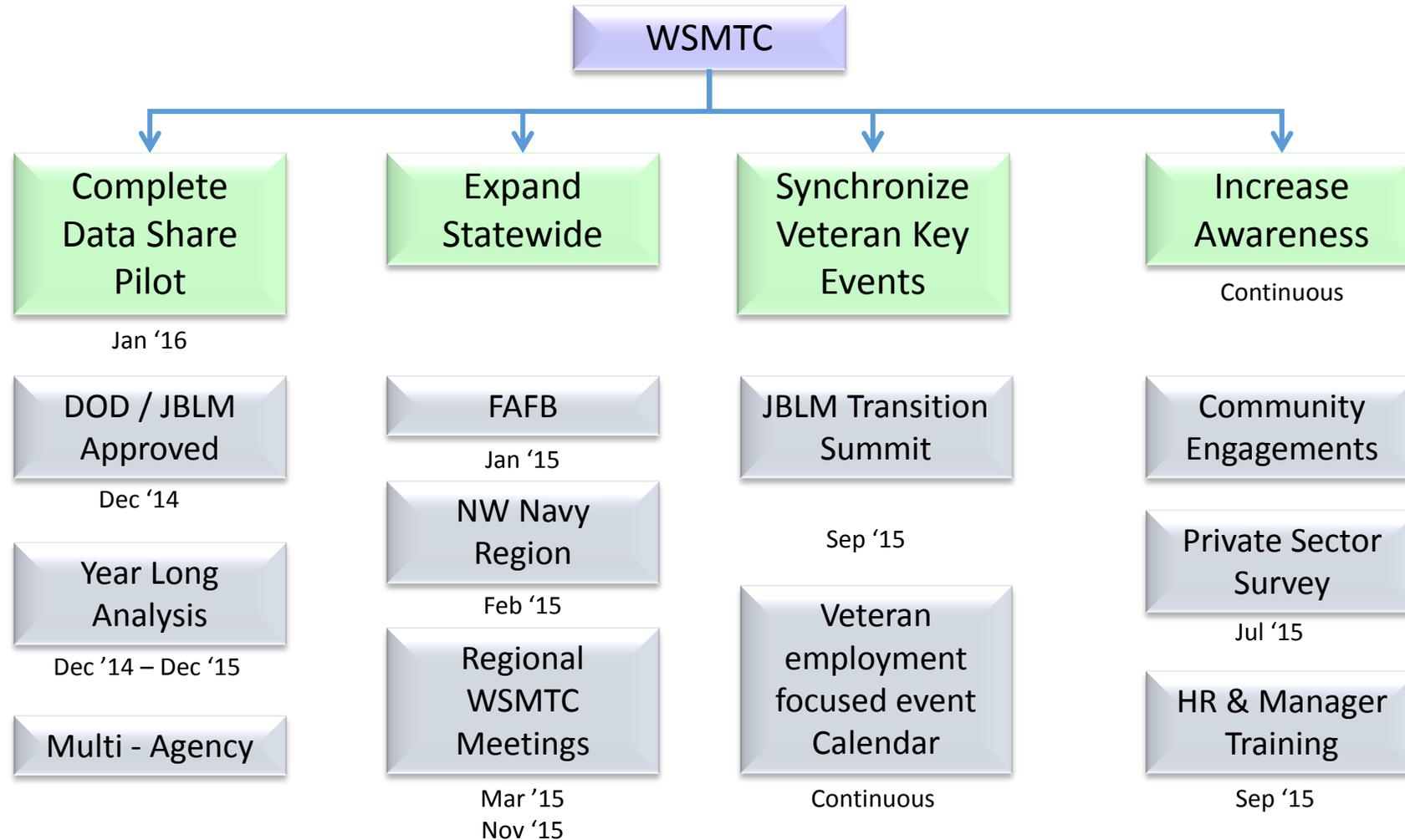
CY15 Themes and Goals

Themes: Capitalize on the WMTC successes of 2014 and link the stovepipes across the state and other organizations. Measure results for informed decisions.

Goals:

- Validate transition program activities as they relate to employment.
 - Launch and collect data pilot Mar – July 15
 - Data analysis Aug- Oct 15
 - Data results to support decision making by Nov 15
- Expansion
 - Statewide inclusion
 - Sustainable legacy programs (C2C – VIP)
- Synchronize Veteran/Military key events
- Increase Awareness and Marketing

The Coalition of the Willing Moving Forward



Coalition of the Willing Results Worth Counting



- 278 Puget Sound Area Members
 - In kind assistance ~ \$240k - \$450k
 - ~4,200 In kind and volunteer hours
- A network of 750 (+) Companies working with JBLM Soldier for Life - Transition Assistance Program (SFL-TAP)

Camo2Commerce

CAMO2COMMERCE

**A Program of Pacific Mountain Workforce Development
And Partners – WorkForce Central, Morningside, Thurston EDC, & Thurston Chamber**

- **\$5.5 Million**, 24 month, U.S. Department of Labor National Emergency Grant.
- Integrates the public workforce system into transition services at JBLM.
- Connects at least **900** transitioning service members to short term job training and career support services as they transition into the civilian workforce.

MILESTONES OF SUCCESS...

- ✓ **781 Enrolled**
- ✓ **480 Placed**
- ✓ **87% Placement Rate**
- ✓ **\$28.42 Average Per Hour**
- ✓ **200 Business Partners**
- ✓ **14 Short-Term Training Cohorts**

Northwest Edge

Northwest Edge Program



- ❖ 7 week program, meeting every Tuesday, facilitated by different partner agencies that provide transition workshops.

Cohort	# of Participants	# Employed	# in School	# still AD	Reenlist/ Reup	Fellowship Opportunities
1 (Jan 2014)	25	15	1	0		5
2 (Apr 2014)	31	21	0	6		5
3 (Jun 2014)	25	6	1	4	3	5
4 (Aug 2014)	34	11	1	10		5
5 (Sep 2014)	35	7	1	11		7
Total	150	63	5	31	3	27
Percentages		42%	3%	21%	2%	18%



PRIVATE PUBLIC PARTNERSHIP OFFICE
UNITED STATES ARMY RESERVE



HR Washington State
Human Resources

WASHINGTON STATE
DEPARTMENT OF
VETERANS AFFAIRS



***JBLM Transition
Program***

Coalition Partners Upstream Direct Support to Transitioning Service Members

Activity	# Of Service Members Supported
Higher Education Track Trips	2080
Career Technical Track Trips	810
Entrepreneurship Track Trips	575
Hiring Events	5200
NW Edge Cohorts	150
Apprenticeships	153 trained / 153 employed (58 in class)
Camo2Commerce Program	656 Enrolled/ 304 Placements
Total	9,754

A tangible result of the partnerships developed is the increase from 18% of Service Members leaving JBLM with a job in Dec 11 to 42% in Dec 14

Microsoft Software & Systems Academy (MSSA)



IT Certification Prep

Microsoft Technical Associate (MTA)

Database Fundamentals

Software Development

Software Testing

Microsoft Certified Solutions Associate (MCSA)

SQL Server

Microsoft Certified Solutions Developer (MCSD)

Application Lifecycle

Management

Web Applications



- 18-weeks Computer Programming earning 16 credit hours from Saint Martin's University on-base
- Mentors, class projects, and real-world exercises
- Guaranteed interview with Microsoft on successful completion
- Microsoft salaries are ~\$100,000 per year plus employer paid benefits for vision, dental, medical & stock
- Similar jobs available with Microsoft Partners
- 61 Graduates
49 Employed
31 in training

A vertical promotional graphic for the Microsoft Software & Systems Academy. At the top is the Microsoft logo (four colored squares) and the word "Microsoft" in white on a dark blue background. Below this is a large red section with the text "Train. Transition. Tech." in white. At the bottom is a dark blue section with a photograph of a man in a military uniform standing next to a man in a black t-shirt who is sitting at a desk with a laptop. Below the photo is the text "Software & Systems Academy" in white. To the right of the photo is a white graphic of vertical bars of varying heights.

Veterans in Piping

Heating, Ventilation, Air Conditioning and Refrigeration (HVAC-R)

49 Trained / 49 Placed



- **18-week**, full-time accelerated training program; direct entry into 5-year paid apprenticeship program
- Apprentices continue to earn college credit while they learn their trade
- Prevailing wage is approximately **\$17** per hour plus employer paid benefits for vision, dental, medical & pension.
- Starting salary is approximately **50%** of Journeyman wages. Salary increases **10%** every 6 months until Journeyman status is reached
- Salaries vary based on locality
- **29** students in current training cohort

Welding

106 Trained / 97 Placed



Training and Employment Opportunities

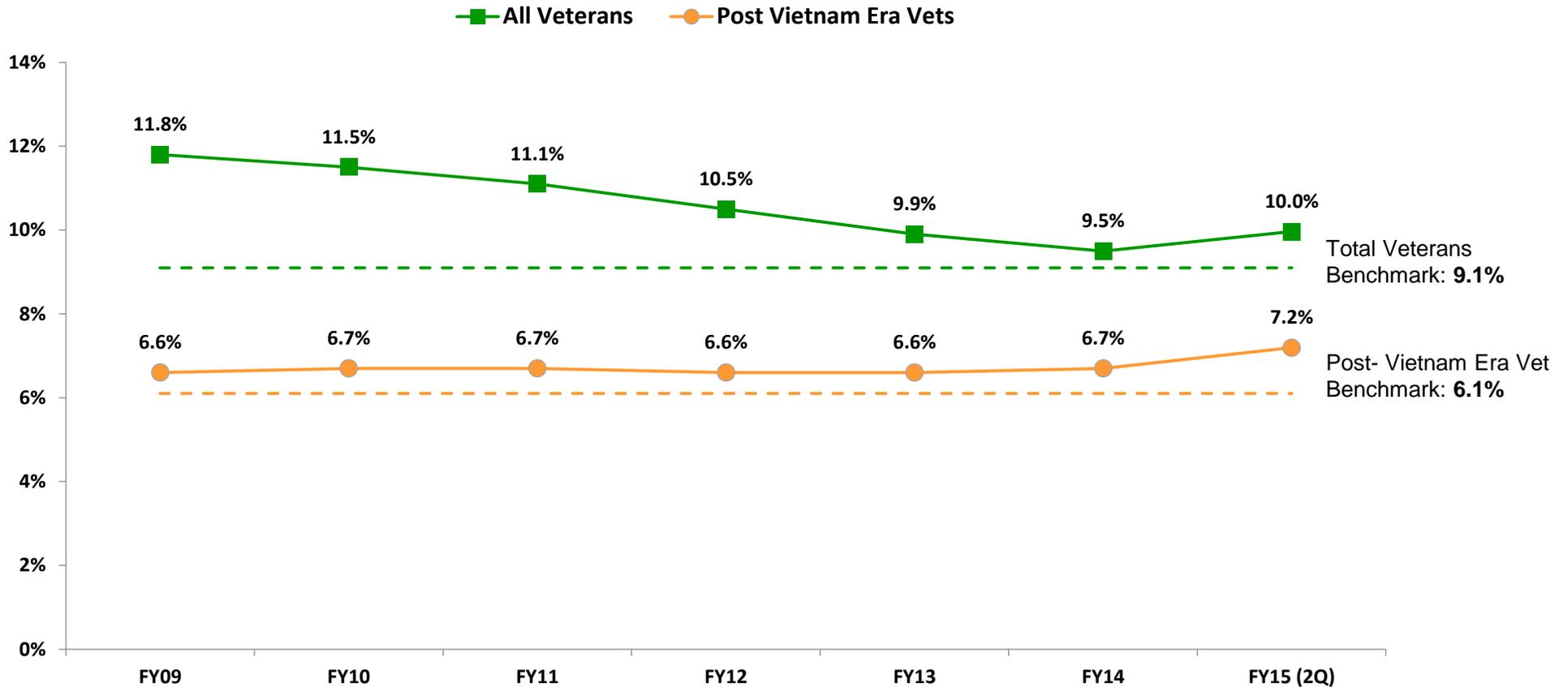
- **International Hotels Group Management Training**
 - 20 Week Management Training Program offered at the JBLM IHG Hotel launched FEB 2015
 - Guaranteed interview for an open management position with IHG world-wide over 40,000 hotels
- **Troops Into Transportation**
 - 3, 5 or 7 week CDL training launched MAY 2015 on JBLM
 - Participants receive a pre-employment offer letter from transportation companies guaranteeing employment upon successful completion of the program
- **Airstreams Renewable**
 - 7 week training on maintenance of high elevation structures (cell phone towers, windmills, etc) launched MAY 2015
 - Participants will be placed nation wide in partner companies



Veterans in State Employment

Washington State General Government Veterans Employment

Veteran Employment Levels Have Increased In the First Two Quarters of FY15



***Veterans Employee
Resource Group***

Veterans Employee Resource Group (VERG)

A cross-agency group of veterans in state service assembled in accordance with EXECUTIVE ORDER 13-01 to provide advice and assistance on veteran recruitment, retention, and development strategies and best practices in WA State Employment.

Goals

- Recruit veterans to state service through outreach and educational activities.
- Retain veterans by providing a support structure, education, and career progression assistance.
- Recognize & Support veterans by planning annual activities that honor their military and state service.

<http://www.dva.wa.gov/about-wdva/washington-veterans-employee-resource-group-verg>

***State Board of
Community and
Technical Colleges***

Washington Community & Technical Colleges

Getting Veterans back to work

22,000 veterans, active duty and dependents are enrolled annually.

- Each college has a process to award college credit for military occupation, training, and coursework.
- Dedicated resources to serve veterans; supportive staff and veterans centers.
- Specialized training supports transitioning service members into high-demand careers.
- Financial aid and tuition assistance, including help with post-911 GI Benefits.
- Access services for students with disabilities.
- Tutoring and employment support.
- Flexible class schedules, online and competency based learning

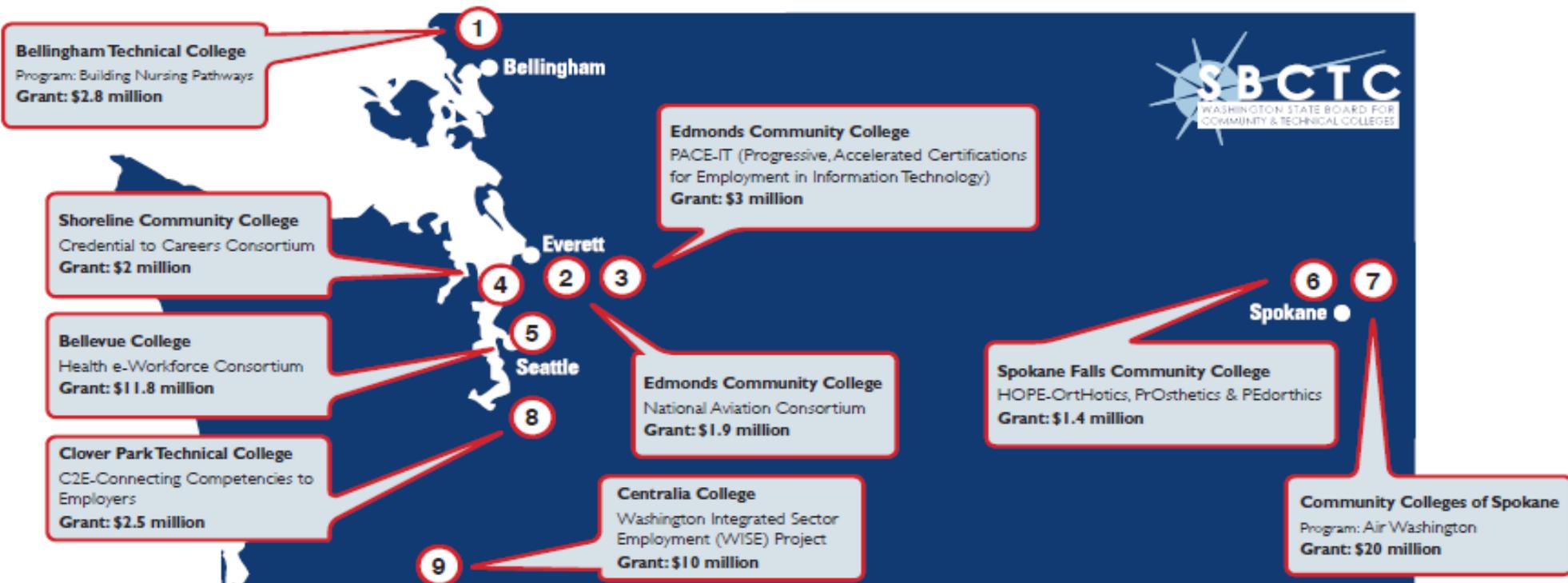


A Career Pathway



- Washington's community and technical colleges prepare veterans for the local labor market.
- Community and technical colleges have won a combined \$55.5 million in U.S. DOL TAACCCT grants to train veterans in high-demand fields.
- Colleges are working to transition veterans into jobs that complement their military experience.
- Pierce, Bates, Green River and Olympic Colleges developed a process to transition military medics and internet technology specialists into the allied health and IT fields.
- An accelerated Bachelor of Science in Nursing (BSN) program for veterans with healthcare experience and education received as medics and corpsmen is being developed by a team at Olympic College.

WASHINGTON STATE AWARDS: DEPARTMENT OF LABOR TAACCCT PROGRAM



1	2	4	5	6	7	8	9
<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) • Guilford 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 (MN) 	<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 	<p>Clover Park Technical College</p> <p>The Connecting Competencies to Employers project will devote resources in order develop a core pathway into advanced manufacturing and industrial technology careers.</p> <p>Centralia College</p> <p>The Washington Integrated Sector Employment project will bring together the clean energy, construction and advanced manufacturing sectors to create a cluster that will prepare students for employment in entry-level, pre-apprenticeship and apprenticeship occupations.</p> <p>Other colleges involved:</p> <ul style="list-style-type: none"> • Bates Technical College • Green River Community College • Shoreline Community College • South Seattle College • Walla Walla Community College 	<p>Centralia College</p> <p>Washington Integrated Sector Employment (WISE) Project</p> <p>Grant: \$10 million</p>

Areas of Study

Over half (55%) enroll for professional technical education and training.

The top five career areas they select are:

1. Business
2. Information technology
3. Nursing
4. Transportation
5. Manufacturing-
Welding,
Industrial technology and
Aircraft/frame/power plant maintenance

- 42% enroll in academic transfer.
- 65 veterans were of the 648 (fall 2014) students enrolled in the growing Applied Bachelor degree (BAS) programs.

***Washington State
Military Alliance***

Military Transition: A Sector-Based Economic Development Strategy

OUR FOCUS: “Mitigate job loss with seamless transition to industry through sector pipelines”.



JBLM transitions nearly 75% of all military members in Washington—40% of those veterans choose to stay.



4 Transition Tracks

Education, Standard Employment, Career Technical, Small Business Entrepreneurship



3rd highest recipient of DOD unemployment compensation (UCX) at \$39.8M in FY13



Industry Pipelines

Aerospace, Maritime, Life Science & Global Health, Clean Technology, Information Communication Technology, Agriculture

CONTINUED CHALLENGE AREAS:

- Funding of data share initiative (VETNET) focused on supporting seamless transition of veterans to the state
- Support for targeted sector-based industry pipeline development strategy with small to medium sized businesses

SUPPORT REQUESTS:

- Military & Defense Sector “Jobs” Cabinet (state & federal partners) to work through downsizing unemployment bubble



Department of Commerce
Innovation is in our nature.

Questions?