Veteran Employment
February 27, 2020
Register for our email updates: ncgwg.org

Join us by live stream at www.facebook.com/govinst
or call 1-919-212-5747

Meeting agenda and minutes: ncgwg.org/minutes-and-group-updates
Welcome & Introductory Remarks

Secretary Larry Hall
North Carolina Department of Military & Veterans Affairs
Vice Chair Updates
Martin Falls
Chief Deputy
Retired Colonel, U.S. Army National Guard
NC Department of Military and Veterans Affairs

Terry Westbrook
Deputy Director
NC Department of Military and Veterans Affairs
GWG Updates for 2/27/2020

February 28th – 6th Annual Craven County Stand Down New Bern
February 29th – 6th Annual Craven County Stand Down Havelock
Mar 7th – 6th Annual Veterans Appreciation Day, Oxford, NC
Mar 18th – Vietnam Veterans Commemoration, Clinton, NC
Mar 24th-27th – Joint State & County VSO Training Conference, Atlantic Beach
Mar 27th – Homeless Veterans Stand Down and Resource Expo, Winston Salem
Mar 29th – Vietnam War Veterans Day
Mar 30th – Vietnam War Commemoration, NC Museum of History, Raleigh
Apr 4th – Vietnam Veterans Pinning Ceremony, Goldsboro, NC
SAVE THE DATE: August 5, 2020

2020
NC Women MilVets Summit & Expo
EDUCATE. EMPOWER. ENRICH.

I SERVED.
I AM NOT INVISIBLE.

THE MCKIMMON CENTER
NCSU / Raleigh, NC

PRESENTED IN PARTNERSHIP:
NC DMVA - NC VetBiz - US Dept. of Veterans Affairs

Registration opens June 6, 2020
www.milvets.nc.gov/events/2020/ for more details
Dr. Michelle Laws
Assistant Director for Consumer and Family Engagement
NC DHHS Division of MH/DD/SAS
Secretary Cohen on the Social Factors Affecting Health
Social Determinants of Health Outcomes

- Access to nutritious food.
- Adequate and safe housing.
- Available transportation.
- Financial ability to pay for medications.
- Financial ability to pay for utilities.
- Caregiver needs.

Tech used to forge human connections

The game-changer is NCCARE360, a coordinated network described as unifying health care and social service organizations with a shared technology platform to provide a coordinated “community-oriented, patient-centered” approach to delivering care. NCCARE360 is powered by UniteUS, the same backend that powers our NCServes networks in 83 counties, connecting Veterans and their Families with the resources they need.
NC DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Mental Health, Developmental Disabilities and Substance Abuse Services

HOSTS TOWN HALL MEETINGS
With Deputy Secretary Kody Kinsley

March 5
4-6 PM
Consolidated Human Services Agency
655 College St.
Jacksonville

March 19
4-6 PM
Trillium Health Resources
201 W. Front St.
Catonville

March 24
4-6 PM
College of Albemarle
1900 N. Road St.
Elizabeth City

March 31
4-6 PM
Richmond Community College
1800战役ville Rd.
Lumberton

NC’s public behavioral health and intellectual and developmental disabilities (I/DD) system is undergoing major changes. We want to hear from our consumers, families and advocates about how the system is working and how we can assist in creating a system that improves health outcomes and promotes recovery for all North Carolinians.

PARTNERS
NC Service Coord.
RI International
Bone
Echols Women’s Services Agency
Eastern

FOR MORE INFORMATION EMAIL:
Michelle.Lawson@dhhs.nc.gov

Website: https://www.nmhd.aas.nc.gov
The Brain Injury Association of North Carolina in partnership with Unmasking Brain Injury, Invites you to join us for

“Light Up the Night”
A reception to premiere the opening of the Unmasking Project Exhibit in recognition of Brain Injury Awareness Month.

When: March 11, 2020, 6:30-8 p.m.
Where: North Carolina Museum of Art
2110 Blue Ridge Rd.
Raleigh, NC 27607

Please RSVP by Friday, March 9 to Susan.Baker@BLANC.net
(919)833-9634

NC DEPARTMENT OF HEALTH AND HUMAN SERVICES
Division of Mental Health, Developmental Disabilities and Substance Abuse Services

Traumatic Brain Injury:
Please share the below link to a survey about access to, and gaps in TBI services in North Carolina:

https://www.surveymonkey.com/r/BHSY76F
Kimberley Schillhammer
Veteran Service Center Manager
Veterans Benefits Administration
Winston-Salem Regional Office
U.S. Department of Veterans Affairs
Upcoming VBA Outreach Events and info

- **Center for Faith & Opportunity Initiative**
  - March 20th  0900a – 330p
  - Unity Freewill Baptist Church
    - 4301 Charles Blvd. Greenville, NC 27858

- **Bull City Stand Down**
  - March 25th  0830a – 230p
  - Durham Bulls Athletic Park
    - 409 Blackwell St. Durham, NC 27701

- **Forsyth County Homeless Stand Down**
  - March 27th  0900a – 200p
  - NC National Guard Armory
    - 2000 Silas Creek Pkwy. W-S, NC 27103

- **Vietnam Veterans Day Recognition**
  - March 27th  1130a – 200p
  - Salisbury Mall
    - 1935 Jake Alexander Blvd. Salisbury, NC 28146

Steve Wilkins
Deputy Director of Communications, Congressional Liaison
Mid-Atlantic Health Care Network (VISN 6)
VISN 6 Update

DeAnne Seekins, Network Director, VISN 6
Steve Wilkins, Deputy Communications Director presenting

NEWS

Asheville Land Purchase
CBOCs opened in Jacksonville and Clayton
CBOC moved in Rutherfordton
Urgent Care moving to Optum March 1

Happening Now

Strategic Planning session addressing health care for more than 500 thousand unique patients served in FY19, through more than 7 Million outpatient visits across all VISN 6 locations. Initiatives being considered within the 7 Healthcare Systems include balancing care with budgetary concerns, Suicide Prevention and Memory Care.
Coronavirus

• VA Public Health Website:
  • https://www.publichealth.va.gov/n-coronavirus/index.asp
New VA Health Clinics

• Rutherford County -- 2270 US Hwy 74-A, Suite 145
  Forest City, N.C. 28043

• Jacksonville – 2580 Henderson Drive
  Jacksonville, NC 28546

• Clayton – 11618 US Hwy 70 Business Highway West, Suites 100 & 200
  Clayton, NC 27520
Jeff Smith
Military and Veterans Program Liaison
Division of MH/DD/SAS
North Carolina Department of Health and Human Services
Major Bill White received 200,000 Valentine’s Day cards
### VA/SAMHSA Governor’s Challenge to Prevent Suicide Among Service Members, Veterans, and their Families

#### Policy Academy Agenda

**February 25–27, 2020**

**Wardman Park Marriott**

2660 Woodley Road NW

Washington, DC, 20008

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Role</th>
<th>Organization/Institution</th>
</tr>
</thead>
<tbody>
<tr>
<td>Crystal Miller</td>
<td>Field Operations Manager, Co-Team Lead</td>
<td>NC DMVA</td>
</tr>
<tr>
<td>Paul Berry</td>
<td>Director</td>
<td>USO/ NC Serves Central Carolina</td>
</tr>
<tr>
<td>Sandy Jolly</td>
<td>Veterans Services Program Coordinator</td>
<td>Goodwill Industries of Northwest NC</td>
</tr>
<tr>
<td>Bob Kurtz, PhD</td>
<td>Program Manager for Justice Systems</td>
<td>NC Department of Health and Human Services</td>
</tr>
<tr>
<td>Mehul Mankad, MD</td>
<td>Chief Medical Officer</td>
<td>Alliance Health</td>
</tr>
<tr>
<td>Patricia Oliver, EdD.</td>
<td>Asst. Registrar &amp; Veterans Certifying Official; 1st Year Experience Instructor</td>
<td>Winston-Salem State University</td>
</tr>
<tr>
<td>Kenya Procter</td>
<td>Board Co-Chair</td>
<td>American Foundation for Suicide Prevention</td>
</tr>
<tr>
<td>Harold Kudler, MD</td>
<td>Psychiatrist</td>
<td>Dept of Psychiatry and Behavioral Sciences, Duke University School of Medicine</td>
</tr>
<tr>
<td>Sheila Weaver, LCSW, LCAS-A, CCTP</td>
<td>Clinic Director</td>
<td>Steven A. Cohen Military Family Clinic at Cape Fear Valley</td>
</tr>
<tr>
<td>Jessica Morgan, Ph.D.</td>
<td>Research Psychologist</td>
<td>Military and Veteran Health Research Collaborations RTI International</td>
</tr>
<tr>
<td>James Nelson</td>
<td>Treasurer</td>
<td>Veterans Coalition of the Crystal Coast</td>
</tr>
</tbody>
</table>
Crystal D Miller
NC Governor's Challenge Team🇺🇸❤️🇺🇸❤️🇺🇸
What is “Ask the Question”?

Have YOU or a LOVED ONE ever served in the Armed Services?
(Active, Guard or Reserve)

And what it is NOT!
Why “Ask the Question”? Why Providers should “Ask the Question”?

Most Community Providers are NOT prepared to identify, treat or care for Military Service related Injuries, illnesses and disabilities.

General Areas of Concern for All Veterans:
- Post-Traumatic Stress (PTSD)
- Military Sexual Trauma (MST)
- Blast Concussions/Traumatic Brain Injury (TBI)

Common Military Health Risks:
- Radiation Exposure
- Agent Orange Exposure
- Camp Lejeune Water Contamination
- Hepatitis C
- Burn Pits
- Gulf War Syndrome
- Depleted Uranium
- Infectious Diseases
Why Answer “the Question”?

Why former Servicemembers and Families should answer “THE QUESTION”

The Veterans Administration and the State of North Carolina have benefits and programs that many former Servicemembers and their Families MAY be eligible for.

Veterans’ Health and Disability Benefits change frequently and differ from conflict to conflict and in peacetime.

There are over 4,000 Veterans Non-Profits in North Carolina aiding Veterans and Families.
https://families.ncgwg.org/
HELP NC VETS

Veterans Crisis Line
1-800-273-8255 PRESS 1

ADDITIONAL RESOURCES

WORDS TO LIVE BY

→ Helplines
→ Healthcare
→ Benefits
→ Housing
→ Education
→ Employment
SAVE THE DATES

**Western Region** - Southwestern Community College in Sylva on April 24
**Central East Region** - Methodist University in Fayetteville on June 4
**Eastern Region** - NC Wesleyan College in Rocky Mount on June 16

**PURPOSE:** To equip administrators, faculty and staff in higher education with information, resources, and networking that will enhance the experience and success of student Veterans in their pursuit of certificates and degrees.

**INVITEES:** Administrators, faculty and staff from 2-year and 4-year public and private colleges and universities; LME/MCOs; treatment providers; Veteran services organizations; behavioral health advocates; federal and state agencies; and others.

**COST:** Free but registration required.

**STUDENT TRANSITION RESOURCE INITIATIVE FOR VETERAN’S EDUCATION**
Governor's Working Group on Veterans, Service Members, and Their Families

Bar chart showing attendance from February 2019 to January 2020.

- Feb-19: 5013
- Mar-19: 4253
- Apr-19: 4023
- May-19: 8879
- Jun-19: 5280
- Jul-19: 5437
- Aug-19: 4085
- Sep-19: 6512
- Oct-19: 12270
- Nov-19: 10664
- Dec-19: 10664
- Jan-20: 10664

Categories:
- In Person
- Livestream
How to Submit an Event on the GWG Calendar

- Go to ncgwg.org
- Click on the Calendar Tab
- Click on Submit an Event
- Enter Event Details
- GI Staff will receive an email to approve
- Once approved it will appear on the calendar
For more information about DMH/DD/SAS services and initiatives for Veterans, Servicemembers and their Families contact:

**Jeff Smith**, Military and Veterans Program Liaison at [jeff.smith@dhhs.nc.gov](mailto:jeff.smith@dhhs.nc.gov)

Or

**Dr. Michelle Laws** at [michelle.laws@dhhs.nc.gov](mailto:michelle.laws@dhhs.nc.gov)
NC Serves Updates
North Carolina Statewide Overview

February 27th, 2020
North Carolina Governor’s Working Group
NCSERVES STATEWIDE SNAPSHOT

LAUNCHED 1st NETWORK 2015 | SERVING 83 COUNTIES | TOP NEED: HOUSING & SHELTER

- 4 NCServes Networks
- 12,447 Unique Clients All-Time
- 30,510 Service Requests All-Time
- 349 Participating Organizations

82% Resolved Outcomes

Typical Time to Match: Average Time To Match - 14 Days | Median Time to Match - 3 Days

Typical Service Duration: Median Duration -11 Days

Client Military Affiliation:
- 82% Service Members/Veterans
- 10% Spouse/Caregiver
- 8% Undisclosed

Data Window: February 1st, 2019 through January 31st, 2020, unless otherwise stated
**WHAT DO OUR CLIENTS NEED?**

Since launch, Employment has been one of the top service needs in the NCServes networks

<table>
<thead>
<tr>
<th>Year</th>
<th>Number of Service Requests</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>2015</td>
<td>283</td>
<td>31%</td>
</tr>
<tr>
<td>2016</td>
<td>794</td>
<td>22%</td>
</tr>
<tr>
<td>2017</td>
<td>1,289</td>
<td>21%</td>
</tr>
<tr>
<td>2018</td>
<td>1,706</td>
<td>20%</td>
</tr>
<tr>
<td>2019</td>
<td>1,432</td>
<td>14%</td>
</tr>
</tbody>
</table>

Clients expressing a need for employment often have multiple needs. Common service requests co-occurring with employment are:

- Housing & Shelter
- Social Enrichment
- Benefits Navigation
- Money Management
- Education

*Data Window: February 1st, 2019 through January 31st, 2020, unless otherwise stated*
You are cordially invited to attend

**NCServes-Coastal**

3 Year Anniversary In-Practice Review

Sponsored by:
The Institute for Veterans and Military Families at Syracuse University (IVMF), Eastern Carolina Human Service Agency, Inc. (ECHSA), and the North Carolina Department of Health & Human Services.

Please join NCServes-Coastal community stakeholders on **March 19th, 2020** celebrating the 3 year anniversary of NCServes-Coastal! To date the network has served 2000+ Military connected families!

Join us at 10:00 AM for our In Practice Review followed by a networking lunch at 11:30 AM.

For details, visit: [https://www.eventbrite.com/e/3-year-anniversary-in-progress-review-tickets-96545844219](https://www.eventbrite.com/e/3-year-anniversary-in-progress-review-tickets-96545844219)

Who: Community Stakeholders supporting NCServes and NCServes-Coastal
What: NCServes-Coastal 3 Year Anniversary In Practice Review
When: Thursday, March 19, 2020 10:00AM - 11:30AM
Where: Cape Fear Community College, Union Station, Room 387
411 N Front St, Wilmington, NC 28401
Parking: Campus Map
Workforce Solutions

Mark Edmonds & Victor Glover

NCDOC
Veterans’ Employment Service

• Veterans’ Employment Service Unit provides oversight for the Jobs for Veterans Grant (JVSG), which is provided to the state by the U.S. Department of Labor/VETS.

• Provide technical assistance to Local Offices on policies and procedures for reporting on and operating the Veterans Program.

• Provide functional guidance and supervision to JVSG staff.
  • Communicate and monitor USDOL/VETS policy/guidance
  • DWS policies and guidelines to local offices
Veterans’ Employment Service Supports through partnership:

US Department of Labor Programs:
- Homeless Veterans Reintegration Program
- Homeless Female Veterans and Veterans with Families Program
- Incarcerated Veterans Transition Program (work with DWS reentry program)
- Hire Veterans Medallion Program

US Department of Veterans Affairs:
- Vocational Rehabilitation & Employment
- Reentry program

North Carolina Department Veterans & Military Affairs

North Carolina Department of Public Safety
- Reentry Program / Reentry Council

North Carolina for Military Employment (NC4ME) - Hiring Events

North Carolina Judicial Branch – Veterans Treatment Courts (4)

23 Workforce Development Boards (WFB) and Career Centers
- Business Services Representatives
Veterans’ Employment Service PY2019

• Disabled Veteran Outreach Program (DVOP) specialist assisted 2,268 veterans with significant barriers to employment. The Median Earnings: $5,598 monthly.

• Local Veterans Employment Representatives (LVER) met with over 11,000 employers

• JVSG staff support of the Department of Labor Homeless Veteran Reintegration Program provides services to 80 of North Carolina’s 100 counties and provided aid to 550 veterans

• JVSG staff support of the Department of Veterans Affairs (VA) Vocational Rehabilitation and Employment (VR&E) provided aid to 525 veterans with service-connected disabilities.

• JVSG staff support of the VA, VR&E program by providing Labor Market Information (LMI) to 540 veterans seeking educational assistance.
Focus for Current and Future Issues

Female Veterans Table Talk (FVTT)

• All-Female, “Women That Have Served in the Military”.

• The group was created in January 2019, by a Disabled Veterans Outreach Program Specialist (DVOP) in our Raleigh career center – Elizabeth Saucedo

• The sole purpose is to provide a time/place in which female veterans come together to discuss topics and issues effecting their lives
Focus for Current and Future Issues

Female Veterans Table Talk

Due to the time commitment and cost involved, the DVOP partners with local VFW Post #10225

- VFW assists with managing donations, and have provided financial contributions for the events

- Partnership with the Garner Senior Center. Center is centrally located at the center of Wake County and provides their facility free of charge
Focus for Current and Future Issues

Building relationships with other community partners

The partners are attending the events and presenting valuable information to our female veterans.

- **Veterans Health Administration** - Information on VA Health Care Benefits
- **TRICARE** - Updated benefits information
- **NCServes** - Information on the support and services their agency provides
- **North Carolina National Guard** - Services available for active duty and veterans
- **Dress for Success** - Partnering with NC Works in providing career services
- **Joel Fund** - Information regarding Art Therapy
- **Centre for Homeownership** - Purchasing homes-utilizing their VA Home Loans
Female Veteran Table Talk Success Stories

- Attendance is growing- Since the inaugural event, there has been a 215% increase in attendance.
- Community partners are contacting the DVOP asking to present information at future events.
- Veterans are meeting other veterans and building relationships. At the events, attendees can be seen exchanging contact information.
- Veterans are receiving information from community providers and taking action on accessing their earned benefits.
- Providers are contacting the DVOP to express gratitude for the forum. They share that they have been able to assist veterans with: Disability Claims, Health Care, Career Information, Supportive Services and other Veteran Benefits.
Hire VetS Medallion Program

- The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act or the Act) which was signed in 2017
TIMELINES

- The 2020 HIRE Vets Medallion Award Program is now accepting applications.

- The Award highlights companies and organizations that have proven their commitment to hire and retain America’s veterans in good, family-sustaining careers.

- The HIRE Vets Medallion Award is the only federal-level veterans’ employment award that recognizes job creators.

- The application **deadline is April 30, 2020.**

- Award recipients will receive a certificate and digital images of the medallion for use as part of their marketing and promotional activities.
APPLICATION FEE

Small Employer—$90.00
(1-50 Employees)

Medium Employer—$190.00
(51-499 Employees)

Large Employer—$495.00
(500+ Employees)
# 2019 HIRE Vets Medallion Award Criteria

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>LARGE EMPLOYER AWARDS (500+ Employees)</th>
<th>MEDIUM EMPLOYER AWARDS (51-499 Employees)</th>
<th>SMALL EMPLOYER AWARDS (1-50 Employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td><strong>Platinum</strong></td>
<td><strong>Gold</strong></td>
<td><strong>Platinum</strong></td>
</tr>
<tr>
<td>Hiring</td>
<td>Not less than 10% of employees hired AND</td>
<td>Not less than 7% of employees hired OR</td>
<td>Not less than 10% of employees hired OR</td>
</tr>
<tr>
<td>Retention</td>
<td>Not less than 85% of Vets hired retained for 12 months AND</td>
<td>Not less than 75% of Vets hired retained for 12 months OR</td>
<td>Not less than 85% of Vets hired retained for 12 months OR</td>
</tr>
<tr>
<td>Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2018)</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Veteran Organization or Resource Group</td>
<td>Must be established and exist on 31 Dec. of CY 2018</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
<td>N/A</td>
</tr>
<tr>
<td>Leadership Program</td>
<td>Must be established and exist on 31 Dec. of CY 2018</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
<td>N/A</td>
</tr>
<tr>
<td>Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)</td>
<td>Must be targeted to veteran employees</td>
<td>N/A</td>
<td>Satisfy 1 of 3</td>
</tr>
<tr>
<td>Pay Differential Program</td>
<td>Must be provided</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Tuition Assistance Program</td>
<td>Must be available</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Labor Law Violations</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
</tr>
<tr>
<td>Application Fee</td>
<td>$495.00</td>
<td>$495.00</td>
<td>$190.00</td>
</tr>
</tbody>
</table>

1. The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit HireVets.gov and view the Final Rule for the program.
Benefits of the Program

The HIRE Vets Medallion is the only veterans hiring award at the federal level. Its criteria allows for the highest level of recognition for employers who are committed to veteran careers, including recruiting, employing, and retention. These employers set an example for other employers of the importance of prioritizing and encouraging successful veteran hiring and retention. The award signals to veterans that an employer is committed to and supports our Nation’s heroes.

1. Recognize employers who hire and retain veterans, including their efforts to establish employee development programs and veteran specific benefits to improve retention.

2. Award recipients will have the opportunity to utilize the medallion in the marketing of their firm as a veteran friendly business when hiring, and in efforts to attract additional business.
NC4ME

Kimberly Williams
NC4ME
NORTH CAROLINA FOR MILITARY EMPLOYMENT

Where Military Talent Meets Business Needs

Kimberly Williams, NC4ME Executive Director

Governors Working Group Update 2/27/2020

A True Public-Private Partnership
NC4ME - Change the Military Employment Culture

Why Hire Military Talent - A Value Proposition

A competitive advantage for their business
  • 70% – 80% of your organization’s budget is spent on human resources
  • Attract, select, and retain high performing employees
  • Military talent is a proven success
    • Increased retention rates
    • Decreased recruitment cost

Consider military personnel as a workforce
• 80% of Military Occupational Specialties (MOS) have a civilian counterpart

• The U.S. Department of Labor estimates that the military trains people in skills applicable in at least 962 civilian occupations.

• Despite being well-prepared for civilian employment, Veterans report that finding a job is the top challenge they face as they transition from military life.
# High Performing Candidates

## Experience
- Health Care
- Information Technology
- Accounting
- Human Resource Management
- Public Safety
- Facilities Maintenance

## Attributes
- Increased Retention Rate
- Drug Free
- Physically Fit
- Diverse
- Results Focused
- Technologically Proficient

## Training & Development
- Project Management
- Teamwork
- Valuing Diversity
- Ethics and Integrity
- Strategic Planning & Execution
- Effective Communication
- Customer Service
- Leadership
- Innovation
Unemployment Rate

Current National Unemployment is currently 3.6, the lowest in over 50 years.

Transitioning Military

State Unemployment Rate, same downward trend as National Level.

20,000 a year
Our Approach

WE TRUST THEM WITH OUR COUNTRY...

...YOU CAN TRUST THEM WITH YOUR BUSINESS

1. Show Why...
   - Summits on Military Employment

2. Show How...
   - Accredited HR Training

3. Connect with Military Talent
   - Military Matchmaking
   - NC4ME Hiring Events
NC4ME Trained Employers On...

1. How to Attract Military Talent
2. Selecting and Retaining Military Talent
3. Implementing a Military Talent Strategy
NC4ME: North Carolina’s Public-Private Partnership
Supporting Military Employment
Programming Results (2015 – 2019)

Outreach
• Candidate reach (2019): 1,021 job seekers hear about NC4ME during speeches

HR Training
• 2019: 265 HR professionals trained | Total: 872 HR professionals trained

Hiring Events
• 2019: 9 Events, 1,050 Interviews, 49.5% success | Total: 32 events, 3,434 Interviews, 45.11% success
2020 Calendar

12 Hiring Events Across NC in 2020:

1. Sandhills – 30 January
2. Fayetteville – 25 February
3. Rowan County – 21 March
4. Seymour Johnson – 30 April
5. BioPharma / Durham - TBD
6. Morrisville - TBD
7. Havelock – 24 June
8. Asheville - TBD
9. Jacksonville – 14 August
10. Charlotte – 11 September
11. October TBD
12. Raleigh – 10 November
Where Military Talent Meets Business Needs

Kimberly Williams
NC4ME.ORG
Onward to Opportunities (O2O)

Ken Mayes & Shane Murray
ONWARD TO OPPORTUNITY

North Carolina Program Briefing

Ken Mayes
Program Manager Fort Bragg, NC

Shane Murray
Program Manager Camp Lejeune, NC

2.27.20
What is Onward to Opportunity

Syracuse University

INSTITUTE FOR VETERANS AND MILITARY FAMILIES

JPMorgan Chase & Co., Founding Partner

ONWARD TO OPPORTUNITY
About Syracuse and the IVMF

• Post WWII 1946 – SU Office of Veteran and Military Affairs (OVMA) made commitment to Veterans through the Uniformed Admissions Program
• Continued to innovate programs to meet the needs of Veterans for higher education
• IVMF founded in June 2011
• O2O founded under the IVMF in 2015
• One of 13 different programs within the IVMF that provided Programs & Services to more than 20,000 veterans, service members and their families in 2017, and more than 90,000 since 2011
“We empower service members and their families with the knowledge, skills, and coaching needed to excel in their chosen career path”
Eligibility:

- Service Members within 180 days of End of Active Service (EAS)
- Spouses of Service Members regardless of active duty/transition status, Veterans, and NG/Reservists
- Veterans (with Honorable Discharge)
- National Guard/Reservist who are currently in a non-active status, having at least 180 of service completed

Benefits of O2O:

- Industry validated training and credentials
- One-on-one career counseling and interview coaching
- Interview with O2O employer partners

Requirements of O2O:

- Signed authorization agreement from unit leadership (SkillBridge packet) if applicable
- Completion of TRS/GPS program
- Online assessment completion/submission
- Commitment of time/effort to complete the program
- Timely responses to communications from program advisors/coaches
Project Management Professional (PMP)
Certified Associate in Project Management (CAPM)
PMI-ACP Agile Certified Practitioner (PMI-ACP)
Associate Professional in Human Resource (aPHR)
Professional in Human Resource (PHR)
Senior Professional in Human Resources (SPHR)
Six Sigma Green Belt (CSSGB)
Comp TIA
Cisco
Oracle
Dell
AWS
ISC2
Cyber Security
SAS
## Our Presence in NC

<table>
<thead>
<tr>
<th>Location</th>
<th>Launch Date</th>
<th># Participants Skilled</th>
<th>Average Cohort Size</th>
<th>Number of Cohorts Per Year</th>
<th>Positive Outcome Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FORT BRAGG</strong></td>
<td>LAUNCHED MAY 2017</td>
<td>939</td>
<td>90</td>
<td>4</td>
<td>89%</td>
</tr>
<tr>
<td><strong>CAMP LEJEUNE/CHERRY POINT</strong></td>
<td>LAUNCHED OCTOBER 2016</td>
<td>616</td>
<td>47/27</td>
<td>7</td>
<td>75%</td>
</tr>
</tbody>
</table>
Serving Those Who Serve

ONWARD TO OPPORTUNITY

40+ LEARNING PATHWAYS

TOP CERTIFICATION: PROJECT MANAGEMENT

Onward to Opportunity (OTO) is a comprehensive career skills program that provides civilian career training, professional certifications and job placement support to transitioning service members, members of the selected reserves, veterans, and military spouses at NO COST to the participant.

OTO and its ecosystem of local, regional, and national partners, deliver “end-to-end” employment transition support for the military-connected community. This includes informing participants of civilian career opportunities in both the private and public sectors, developing in-demand skill sets and competencies, providing access to industry-specific training and certifications and connecting participants to individualized career support to successfully prepare them for their next career.

PROCESS:

1. Candidate Assessment and Program Advising
2. Industry-Specific Training
3. Interview Matching and Candidate Preparation

646 CANDIDATES HIRED FROM NORTH CAROLINA MILITARY INSTALLATIONS SINCE 2017

900+ EMPLOYER PARTNERS

15,000+ HIRES NATIONALLY

70% 6 MONTH RETENTION

75% 12 MONTH RETENTION

CAREER TRACKS & INDUSTRY DEMANDS

PROJECT MANAGEMENT

PARTICIPANTS BY MILITARY CONNECTION

All Enrolled: 1,742

Veteran 20%

NG/Reserve 3%

Spouse 17%

Service member 60%
Over 900 Employer Partners
O2O Fort Bragg
Ken Mayes
Program Manager
fortbraggo2o@syr.edu

O2O Camp Lejeune
Shane Murray
mmurra03@syr.edu
Introductions and Updates
Next Meeting: March 26, 2020

Joint Force Headquarters
Raleigh, NC
Register for our email updates: ncgwg.org

Join us by live stream at www.facebook.com/govinst

Meeting agenda and minutes: ncgwg.org/minutes-and-group-updates