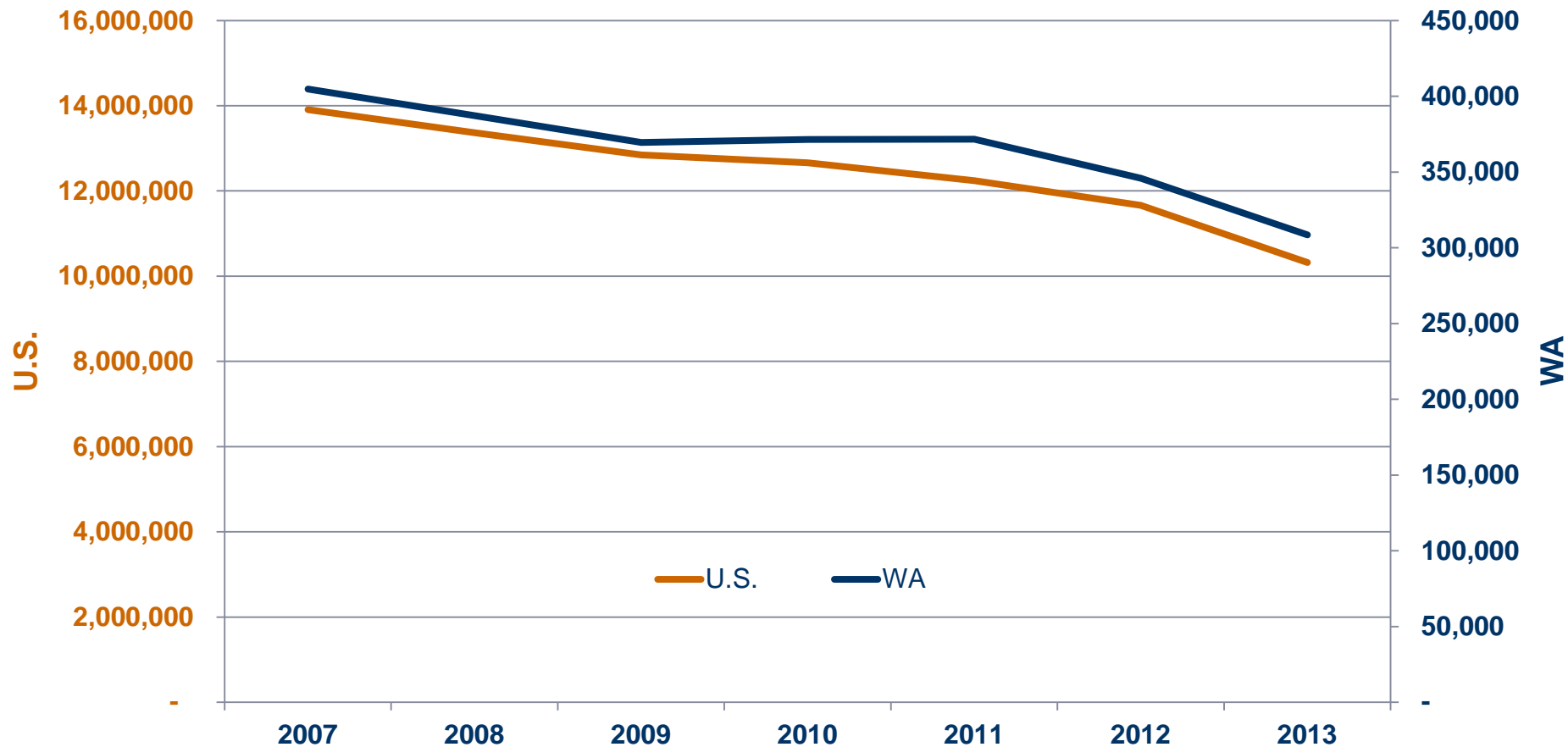




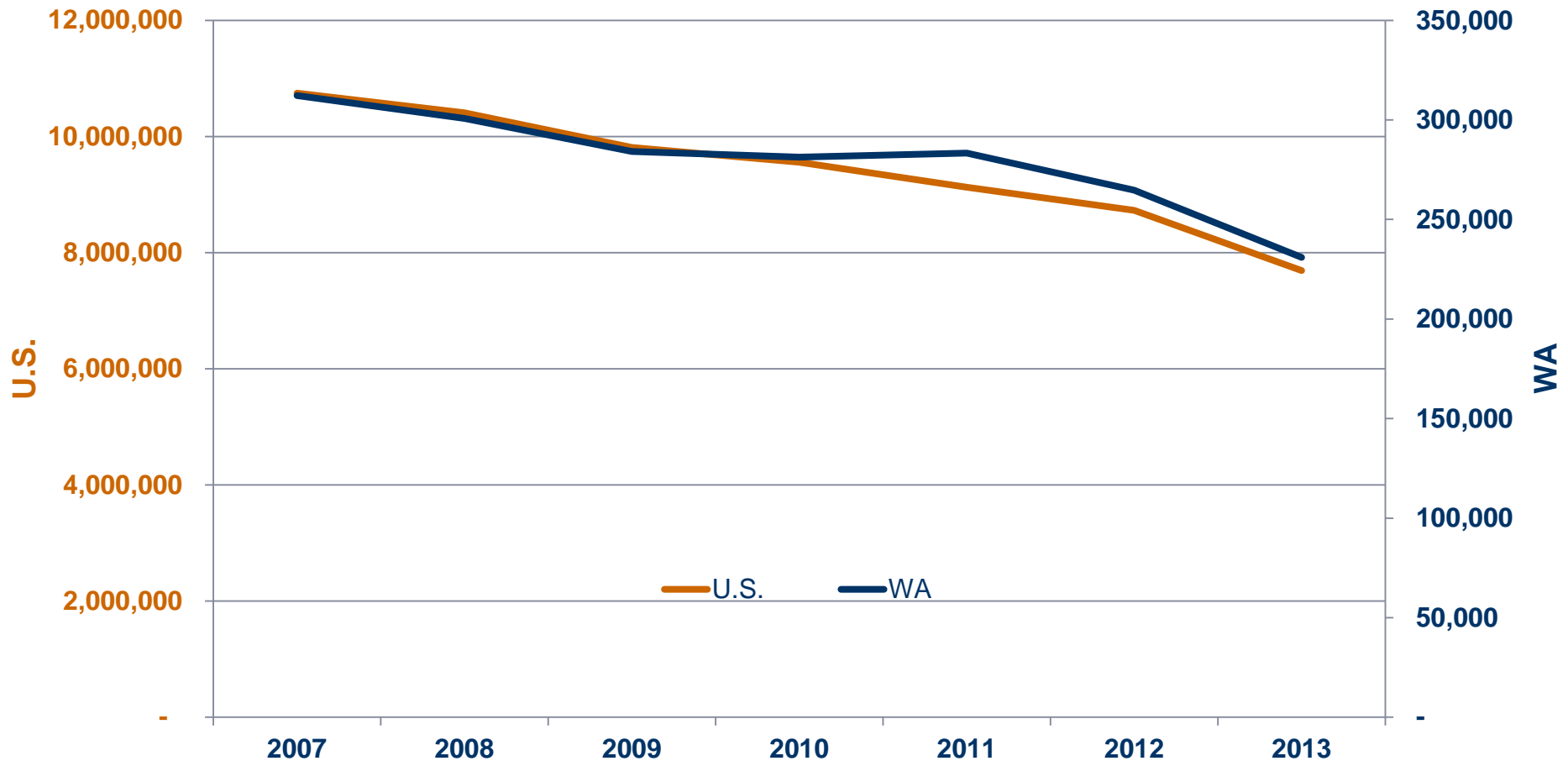
Results Review
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Veteran civilian population (18-64 years)



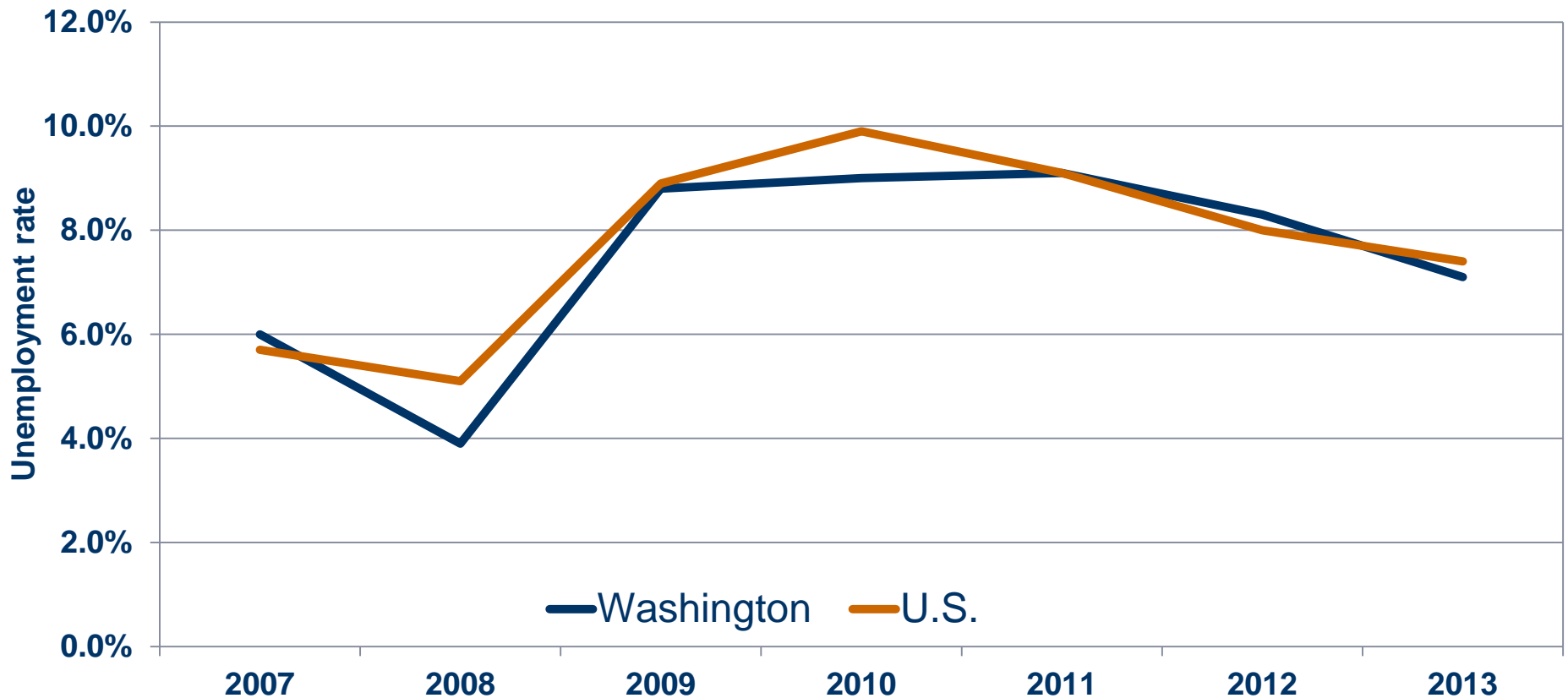
Source: Employment Security Department/LMPA; U.S. Census Bureau, American Community Survey.

Veteran civilian labor force (18-64 years)



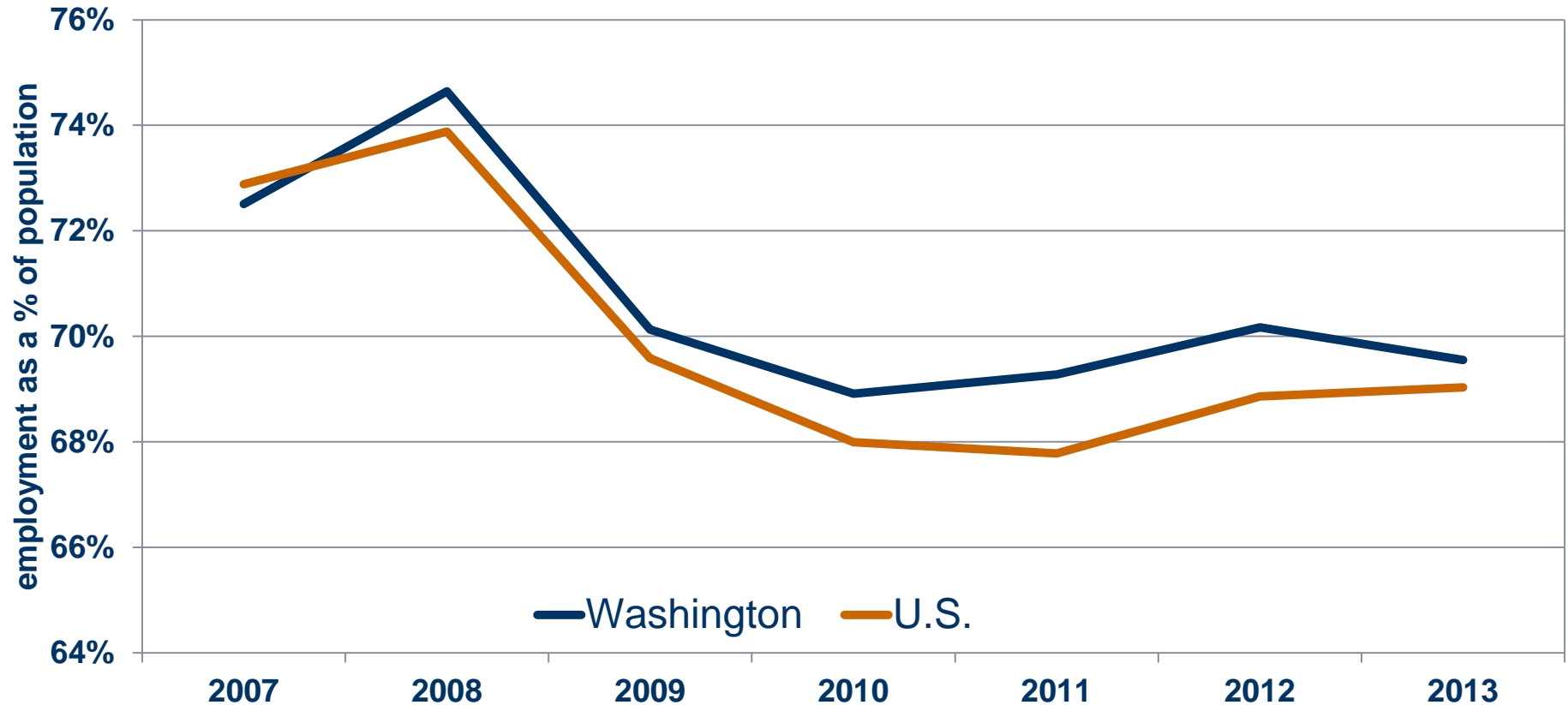
Source: Employment Security Department/LMPA; U.S. Census Bureau, American Community Survey.

Veteran unemployment rates



Source: Employment Security Department/LMPA; U.S. Census Bureau, American Community Survey.

Veteran employment rates (18-64 years)



Source: Employment Security Department/LMPA; U.S. Census Bureau, American Community Survey.

Results WA Goal

Goal 2: Thriving Washingtonians

- 2.1.c. Increase employment rate for veterans from 70.2% in 2012 to 72.6% by 2015



2015 Action Plan

<p>Problem / Opportunity Many successful pilots have been launched and adopted at JBLM, but that same level of success has not been seen at other military bases across the state</p> <p>Partner JBLM, MTC</p>	<p>Strategies Expand the successful pilots to additional military bases in Washington State</p>	<p>Task Expand the programs to NW Navy region bases</p> <p>Task Lead Mary Forbes</p>	<p>Due Date 02/28/2015 12:00:00 AM</p> <p>Status On Track</p>
<p>Problem / Opportunity Many job fairs exist for veterans and transitioning active duty military. Many of these fairs are small and have few resources.</p> <p>Partner MTC</p>	<p>Strategies Synchronize veteran key events.</p>	<p>Task Identify key events that have proven results. Promote these events with a veteran employment focused calendar</p> <p>Task Lead Mary Forbes</p>	<p>Due Date 09/01/2015 12:00:00 AM</p> <p>Status On Track</p>
<p>Problem / Opportunity Increase the employment rate for veterans to 72.6% by 2015</p> <p>Partner NA</p>	<p>Strategies Update Data</p>	<p>Task Update employment information using the American Community Survey (ACS) through the U.S. Census Bureau.</p> <p>Task Lead Jeff Robinson</p>	<p>Due Date 09/01/2015 12:00:00 AM</p> <p>Status On Track</p>
<p>Problem / Opportunity Data is not always available to identify veterans that could be assisted</p> <p>Partner JBLM, MTC</p>	<p>Strategies Complete data share pilot with the Department of Defense</p>	<p>Task Analyze the data being received and evaluate if adjustments to the pilot are needed</p> <p>Task Lead Mary Forbes</p>	<p>Due Date 01/01/2016 12:00:00 AM</p> <p>Status On Track</p>
<p>Problem / Opportunity Increase the employment rate for veterans to 72.6% by 2015</p> <p>Partner Worksource</p>	<p>Strategies ESD wishes to provide the WorkSource system in Washington state with a solution that is an integrated, adaptable and scalable web-based system to support the services required to be provided by the Wagner-Peyser Act and Veteran's Services programs, the Workforce Investment Act/Workforce Innovation and Opportunity Act (WIA/WIOA), Trade Adjustment Assistance, the Reemployment and Eligibility Assessment, and other federal, state and local programs.</p>	<p>Task Initiate user functionality review</p> <p>Task Lead Jan Oswald</p>	<p>Due Date 04/23/2015 12:00:00 AM</p> <p>Status On Track</p>



Results Review
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Washington State Military Transition Council (WSMTC)



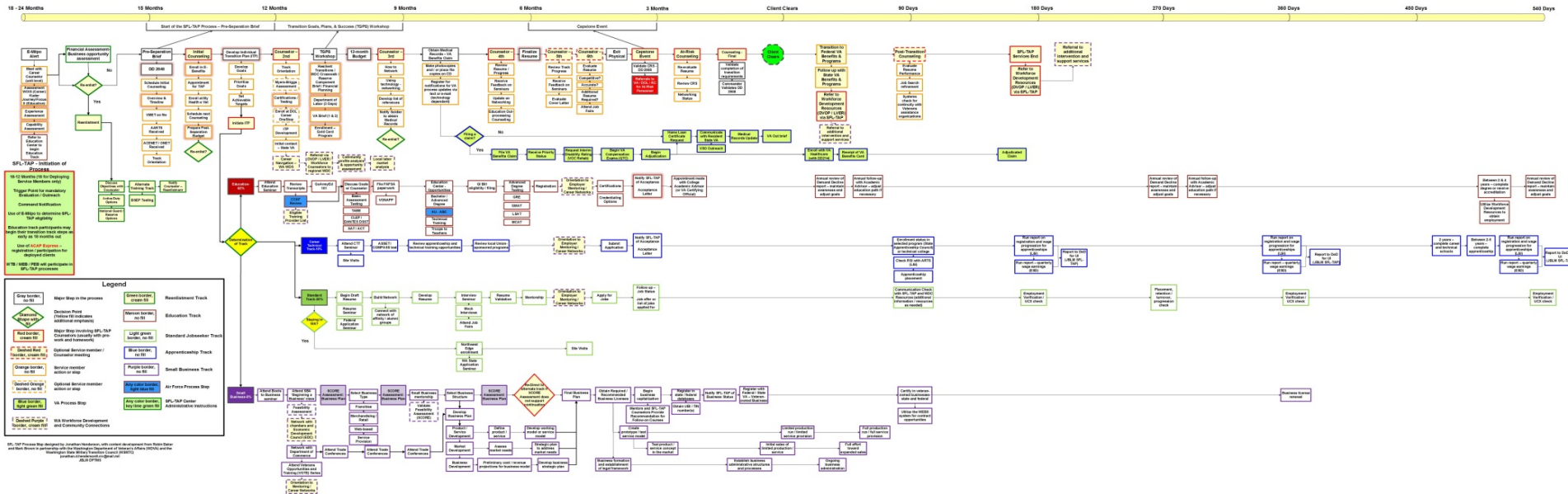
MARY FORBES
ASSISTANT DIRECTOR
WASHINGTON STATE DEPARTMENT OF
VETERAN AFFAIRS





Enables WSMTTC 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)

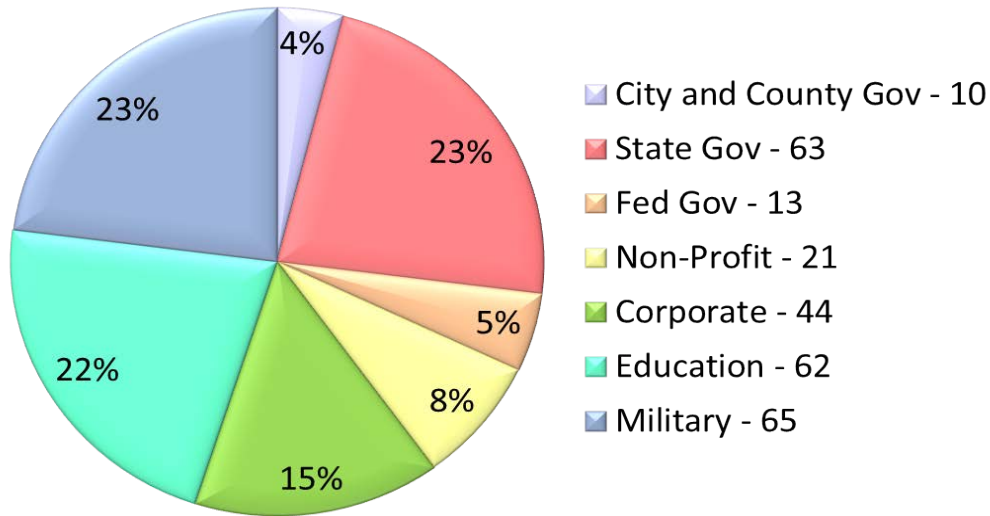


A tangible result of the partnerships developed is the increase from 18% of Service Members leaving JBLM with a job in Dec 11 to 42% in Dec 14.



Executive Order 13-01 Formalizes the Coalition of the Willing

WSMTC Participants = 278

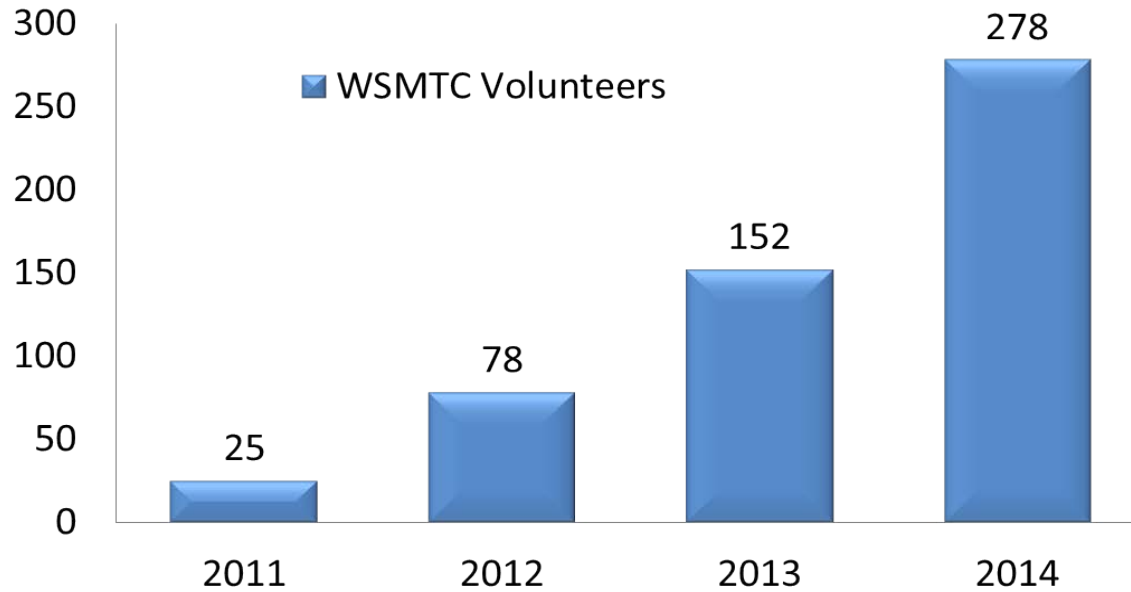


24 Feb '15: WDVA receives Abraham Lincoln Pillars of Excellence Award from the U.S. Department of Veterans Affairs in the category of Innovative State Programs.

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



Coalition of the Willing Results Worth Counting



- **278 Puget Sound Area Volunteers**
 - 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

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 **900** transitioning service members to short term job training and career support services as they transition into the civilian workforce.

BY THE NUMBERS

✓ 586 Enrolled Service Members

✓ 6 Short-term Academies launched

✓ **237** Placed Into Employment

✓ 175-Plus Business Partners

2015 WAY AHEAD

➤ 170-plus training seats in 11 cohorts

➤ 10 Workshops scheduled per month

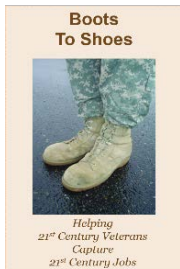
➤ 13 Sector Specific Hiring Events
Scheduled at JBLM

➤ Launching an Apprenticeship
Navigator Pilot at JBLM

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





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	586 Enrolled/ 286 Placements
Total	9,612

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

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

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



Department of Commerce
Innovation is in our nature.



The Coalition of the Willing Moving Forward

WSMTC

**Complete
Data Share
Pilot**

Jan '16

**DOD / JBLM
Approved**

Dec '14

**Year Long
Analysis**

Dec '14 – Jan '16

Multi - Agency

**Expand
Statewide**

FAFB

Jan '15

**NW Navy
Region**

Feb '15

**Regional
WSMTC
Meetings**

Mar '15
Nov '15

**Synchronize
Veteran Key
Events**

**JBLM
Transition
Summit**

Sep '15

**Veteran
employment
focused event
Calendar**

Continuous

**Increase
Awareness**

Continuous

**Community
Engagements**

**Private Sector
Survey**

Jul '15

**HR & Manager
Training**

Sep '15



Asks



- **Talk to the military leaders on Fairchild Air Force Base and NW Navy Region about the benefits JBLM has enjoyed with the expanded partnership with state agencies in order to facilitate collaboration.**
- **Take a principal leadership role in the JBLM Transition Summit setting priorities for 2016 and beyond for L&I, ESD, Commerce, and WDVA.**



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Results Washington: WorkSource Serving Veterans





February 25, 2015

WORKSource

A partner of the [americanjobcenter](#) network

Statewide Veterans Staff in WorkSource



 DVOP Disabled Veterans' Outreach Program
 LVER Local Veterans' Employment Representatives

2013-14 WorkSource Outcomes

Veterans Served	19,483
Total Employed	10,405
Entered Employment Rate	53%
US DOL Employment Target	48%
All Job Seekers Employed	130,093
Entered Employment Rate	59%
US DOL Employment Target	59%

Above data is a representation of participants exiting the WorkSource system

* 2014 data is not yet available.

Program Initiatives

- **In 2014, Employment Security Department –**
 - took the initiative to implement a new statewide intensive assistance model that standardized processes and improved services
 - placed Disabled Veterans Outreach Program representatives at three major military installations to support transitioning service members – in addition, currently serving all major military installations in the state
- **Spring of 2015, Employment Security Department –**
 - will create and implement new processes for Local Veteran Employment Representative's designed to increase statewide efforts to engage employers, standardize processes and better educate employers on the value of Veterans in their workforce

WorkSource Veteran Success Story

**Presented by
Mike Robinson
DVOP,
WorkSource Kitsap**



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STARBUCKS VETERAN & MILITARY SUPPORT WASHINGTON STATE

Veterans Video



STARBUCKS VETERAN & MILITARY SUPPORT WASHINGTON STATE

- Vision: Best in class employer for veterans and military spouses
- Mission: Hire 10,000 veterans and military spouses, create a workplace that recognizes and celebrates service, and use our scale for good to advance veteran related causes

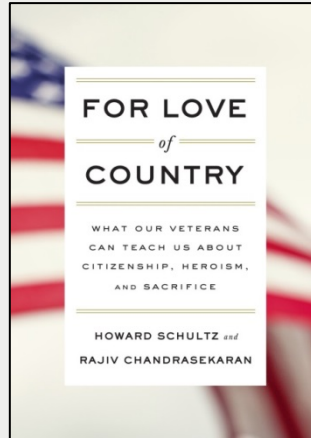
Candidates	Culture	Community Connections
<ul style="list-style-type: none"> ➤ 12 Focus City Recruiting: including greater Seattle/Tacoma/Olympia area ➤ Incent Self-ID: IT support to flag veteran/spouse candidates ➤ Compelling benefits - part/full time: <ul style="list-style-type: none"> ➤ Affordable healthcare ➤ 401(k) match and Bean Stock ➤ 100% tuition coverage through College Achievement Plan ➤ Free lb. of coffee each week 	<ul style="list-style-type: none"> ➤ Military Immersions: for hiring managers to help bridge the military/civilian divide ➤ Roll Call, Honor Wall, Patriotic Aprons: encourage self ID of military status; enables us to honor and recognize ➤ Armed Forces Network: employee affinity group, assists in assimilation and integration 	<ul style="list-style-type: none"> ➤ Non-Profit Partnerships: Operation: Good Jobs, Chamber of Commerce Foundation (Hiring our Heroes) and USO ➤ Partner with Schultz Family Foundation to enhance on-base recruiting efforts ➤ Military Family Stores: deepen connection to military bases and families to accelerate hiring

Recent Success



Patriotic Starbucks Card (11/4-11/11)

- Our first ever veteran-themed gift card
- Set to return in select stores this summer along with a veteran-themed mug



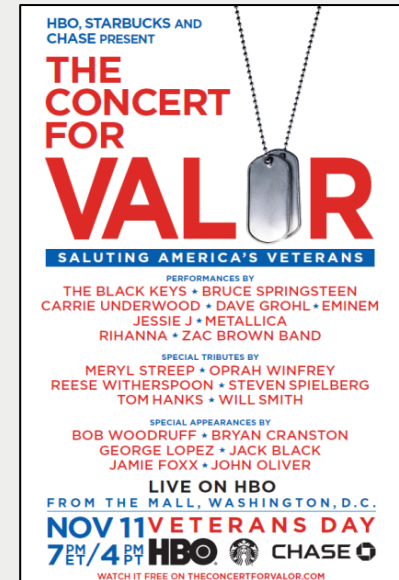
For Love of Country by Howard Schultz and Rajiv Chandrasekaran

- Goal: bridge the military/civilian divide
- Profiles the honor and courage of veterans and military families



Free Tall Brew Coffee on Veterans Day, 11/11

- Our 2nd year of honoring veteran and military spouse customers with a complimentary tall coffee on Veterans Day
- Occurred nationwide at Starbucks locations



The Concert for Valor Veterans Day, 11/11

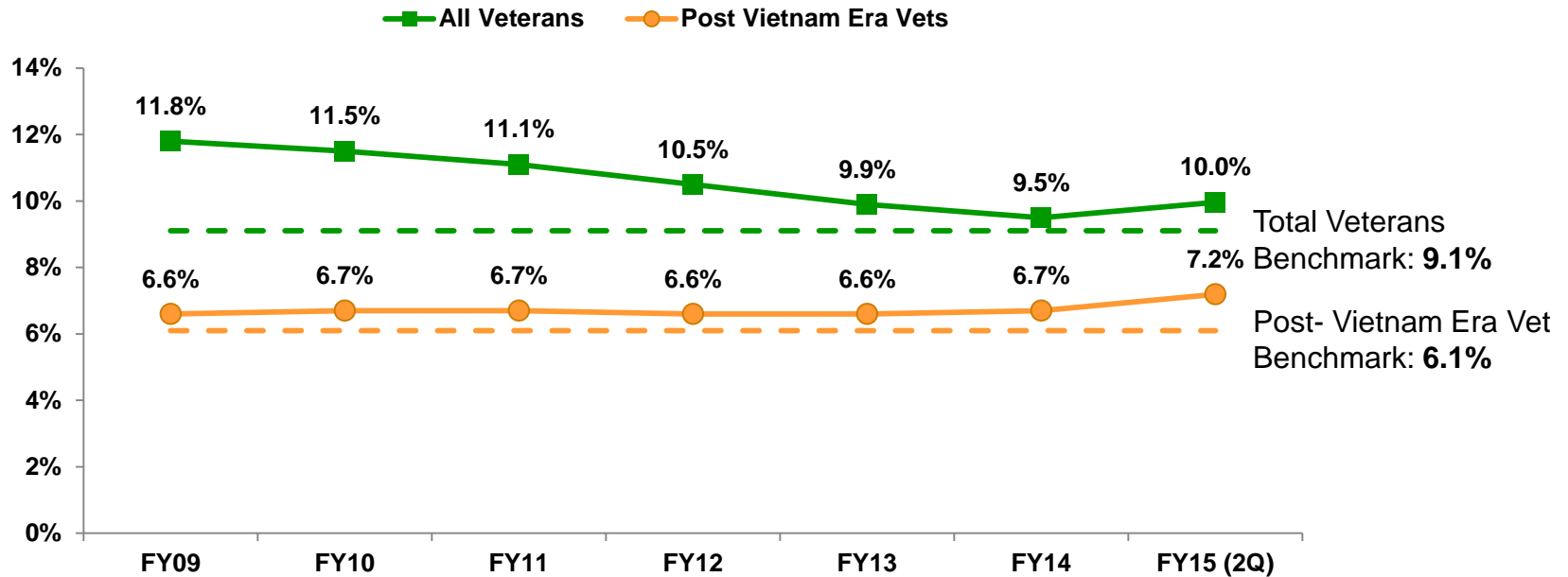
- A tribute to veterans and military families
- Nearly 2 million watched from home and attended in person



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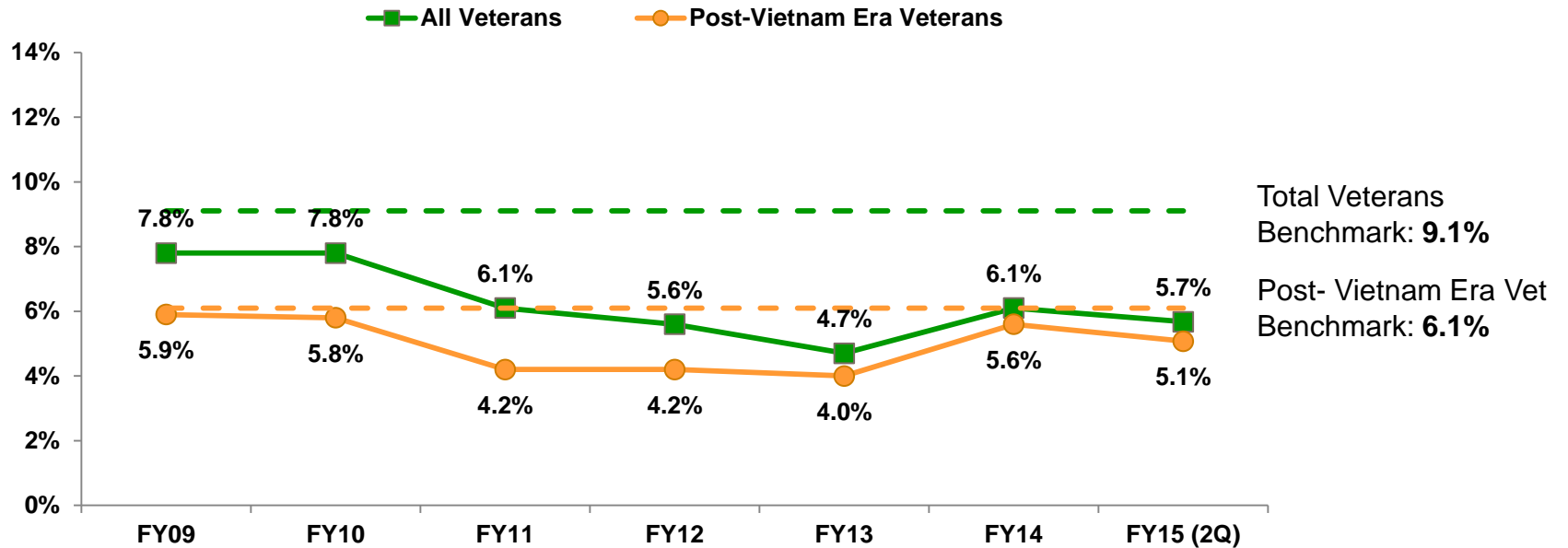
Washington State General Government Veterans Employment

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



Washington State General Government Veterans Employment

Permanent Veteran Hires Have Decreased Slightly In the First Two Quarters of FY15



Washington State General Government Veterans Employment

Challenges

- Varied resources & activity across state agencies
- Retaining newly hired veterans

Opportunities

- NW Edge program expanding to other bases
- Capacity of Veteran Employee Resource Group
- Alignment of efforts across disability & veteran initiatives

Actions

- Targeted support for select agencies
- Support expansion of NW Edge Program
- Support agency peer mentor programs
- Partnerships with JBLM Wounded Warrior Battalion & US DVA vocational rehabilitation program



Results Review
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Microsoft Software & Systems Academy



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



- 16-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
- 92 Trained / 54 Graduated / 48 Employed



Train.
Transition.
Tech.



Software & Systems Academy

VETERANS IN PIPING

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

49 Trained / 39 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

Welding

107 Trained / 87 Placed



UPCOMING TRAINING OPPORTUNITIES



- International Hotels Group Management Training –
 - 20 Week Management Training Program offered at the JBLM IHG Hotel projected to launch FEB 2015
 - Guaranteed interview for an open management position with IHG world-wide over 40,000 hotels

- Troops Into Transportation
 - 12 week CDL training projected to launch MAR 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) projected to launch APR 2015
 - Participants will be placed nation wide in partner companies





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