Results Review
Goal 2: Prosperous Economy
2-25-2015
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.
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

<table>
<thead>
<tr>
<th>Problem / Opportunity</th>
<th>Strategies</th>
<th>Task</th>
<th>Due Date</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>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.</td>
<td>Expand the successful pilots to additional military bases in Washington State.</td>
<td>Expand the programs to NW Navy region bases.</td>
<td>02/09/2015 12:00:00 AM</td>
<td>On Track</td>
</tr>
<tr>
<td>Partner: JBLM, MTC</td>
<td></td>
<td>Task Lead: Mary Forbes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problem / Opportunity</td>
<td>Strategies</td>
<td>Task</td>
<td>Due Date</td>
<td>Status</td>
</tr>
<tr>
<td>Many job fairs exist for veterans and transitioning active duty military. Many of these fairs are small and have few resources.</td>
<td>Synchronize veteran key events.</td>
<td>Identify key events that have proven results.</td>
<td>09/01/2015 12:00:00 AM</td>
<td>On Track</td>
</tr>
<tr>
<td>Partner: MTC</td>
<td></td>
<td>Task Lead: Mary Forbes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problem / Opportunity</td>
<td>Strategies</td>
<td>Task</td>
<td>Due Date</td>
<td>Status</td>
</tr>
<tr>
<td>Increase the employment rate for veterans to 72.0% by 2015</td>
<td>Update Data</td>
<td>Update employment information using the American Community Survey (ACS) through the U.S. Census Bureau.</td>
<td>09/01/2015 12:00:00 AM</td>
<td>On Track</td>
</tr>
<tr>
<td>Partner: NA</td>
<td></td>
<td>Task Lead: Jeff Robinson</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problem / Opportunity</td>
<td>Strategies</td>
<td>Task</td>
<td>Due Date</td>
<td>Status</td>
</tr>
<tr>
<td>Data is not always available to identify veterans that could be assisted</td>
<td>Complete data share pilot with the Department of Defense</td>
<td>Analyze the data being received and evaluate if adjustments to the pilot are needed.</td>
<td>01/01/2016 12:00:00 AM</td>
<td>On Track</td>
</tr>
<tr>
<td>Partner: JBLM, MTC</td>
<td></td>
<td>Task Lead: Mary Forbes</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Problem / Opportunity</td>
<td>Strategies</td>
<td>Task</td>
<td>Due Date</td>
<td>Status</td>
</tr>
<tr>
<td>Increase the employment rate for veterans to 72.0% by 2015</td>
<td>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.</td>
<td>Initiate user functionality review.</td>
<td>04/23/2015 12:00:00 AM</td>
<td>On Track</td>
</tr>
<tr>
<td>Partner: Worksource</td>
<td></td>
<td>Task Lead: Jan Oswald</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Results Review
Goal 2: Prosperous Economy
2-25-2015
MARY FORBES
ASSISTANT DIRECTOR
WASHINGTON STATE DEPARTMENT OF VETERAN AFFAIRS

Washington State Military Transition Council (WSMTC)
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

- City and County Gov - 10
- State Gov - 63
- Fed Gov - 13
- Non-Profit - 21
- Corporate - 44
- Education - 62
- Military - 65

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)

As of: 12 Feb 15
**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

<table>
<thead>
<tr>
<th>✓ 586 Enrolled Service Members</th>
<th>✓ 6 Short-term Academies launched</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ 237 Placed Into Employment</td>
<td>✓ 175-Plus Business Partners</td>
</tr>
</tbody>
</table>

### 2015 WAY AHEAD

<table>
<thead>
<tr>
<th>➢ 170-plus training seats in 11 cohorts</th>
<th>➢ 10 Workshops scheduled per month</th>
</tr>
</thead>
<tbody>
<tr>
<td>➢ 13 Sector Specific Hiring Events</td>
<td>➢ Launching an Apprenticeship</td>
</tr>
<tr>
<td>Scheduled at JBLM</td>
<td>Navigator Pilot at JBLM</td>
</tr>
</tbody>
</table>
Northwest Edge Program

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

<table>
<thead>
<tr>
<th>Cohort</th>
<th># of Participants</th>
<th># Employed</th>
<th># in School</th>
<th># still AD</th>
<th>Reenlist/Reup</th>
<th>Fellowship Opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 (Jan 2014)</td>
<td>25</td>
<td>15</td>
<td>1</td>
<td>0</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>2 (Apr 2014)</td>
<td>31</td>
<td>21</td>
<td>0</td>
<td>6</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>3 (Jun 2014)</td>
<td>25</td>
<td>6</td>
<td>1</td>
<td>4</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td>4 (Aug 2014)</td>
<td>34</td>
<td>11</td>
<td>1</td>
<td>10</td>
<td></td>
<td>5</td>
</tr>
<tr>
<td>5 (Sep 2014)</td>
<td>35</td>
<td>7</td>
<td>1</td>
<td>11</td>
<td></td>
<td>7</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>150</strong></td>
<td><strong>63</strong></td>
<td><strong>5</strong></td>
<td><strong>31</strong></td>
<td><strong>3</strong></td>
<td><strong>27</strong></td>
</tr>
<tr>
<td>Percentages</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

42% 3% 21% 2% 18%
## Coalition Partners Upstream Direct Support to Transitioning Service Members

<table>
<thead>
<tr>
<th>Activity</th>
<th># Of Service Members Supported</th>
</tr>
</thead>
<tbody>
<tr>
<td>Higher Education Track Trips</td>
<td>2080</td>
</tr>
<tr>
<td>Career Technical Track Trips</td>
<td>810</td>
</tr>
<tr>
<td>Entrepreneurship Track Trips</td>
<td>575</td>
</tr>
<tr>
<td>Hiring Events</td>
<td>5200</td>
</tr>
<tr>
<td>NW Edge Cohorts</td>
<td>150</td>
</tr>
<tr>
<td>Apprenticeships</td>
<td>153 trained / 153 employed (58 in class)</td>
</tr>
<tr>
<td>Camo2Commerce Program</td>
<td>586 Enrolled/ 286 Placements</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>9,612</strong></td>
</tr>
</tbody>
</table>

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
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

Multi - Agency

Multi - Agency
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.
Results Review
Goal 2: Prosperous Economy
2-25-2015
Statewide Veterans Staff in WorkSource

- Disabled Veterans’ Outreach Program
- Local Veterans’ Employment Representatives
### 2013-14 WorkSource Outcomes

<table>
<thead>
<tr>
<th>Category</th>
<th>Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>Veterans Served</td>
<td>19,483</td>
</tr>
<tr>
<td>Total Employed</td>
<td>10,405</td>
</tr>
<tr>
<td>Entered Employment Rate</td>
<td>53%</td>
</tr>
<tr>
<td>US DOL Employment Target</td>
<td>48%</td>
</tr>
<tr>
<td>All Job Seekers Employed</td>
<td>130,093</td>
</tr>
<tr>
<td>Entered Employment Rate</td>
<td>59%</td>
</tr>
<tr>
<td>US DOL Employment Target</td>
<td>59%</td>
</tr>
</tbody>
</table>

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
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

<table>
<thead>
<tr>
<th>Candidates</th>
<th>Culture</th>
<th>Community Connections</th>
</tr>
</thead>
<tbody>
<tr>
<td>• 12 Focus City Recruiting:</td>
<td>• Military Immersions: for hiring managers to help bridge the military/civilian divide</td>
<td>• Non-Profit Partnerships: Operation: Good Jobs, Chamber of Commerce Foundation (Hiring our Heroes) and USO</td>
</tr>
<tr>
<td>including greater Seattle/Tacoma/Olympia area</td>
<td>• Roll Call, Honor Wall, Patriotic Aprons: encourage self ID of military status; enables us to honor and recognize</td>
<td>• Partner with Schultz Family Foundation to enhance on-base recruiting efforts</td>
</tr>
<tr>
<td>• Incent Self-ID: IT support to flag veteran/spouse candidates</td>
<td>• Armed Forces Network: employee affinity group, assists in assimilation and integration</td>
<td>• Military Family Stores: deepen connection to military bases and families to accelerate hiring</td>
</tr>
<tr>
<td>• Compelling benefits - part/full time:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>➢ Affordable healthcare</td>
<td></td>
<td></td>
</tr>
<tr>
<td>➢ 401(k) match and Bean Stock</td>
<td></td>
<td></td>
</tr>
<tr>
<td>➢ 100% tuition coverage through College Achievement Plan</td>
<td></td>
<td></td>
</tr>
<tr>
<td>➢ Free lb. of coffee each week</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
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
Results Review
Goal 2: Prosperous Economy
2-25-2015
Veteran Employment Levels Have Increased
In the First Two Quarters of FY15

Washington State General Government
Veterans Employment

Veterans Employment

FY09 FY10 FY11 FY12 FY13 FY14 FY15 (2Q)

Veterans Employment

11.8% 11.5% 11.1% 10.5% 9.9% 9.5% 10.0%

Total Veterans

Post Vietnam Era Vet Benchmark: 6.1%

All Veterans

Post Vietnam Era Vets

6.6% 6.7% 6.7% 6.6% 6.6% 6.7% 7.2%

Benchmark: 9.1%
Permanent Veteran Hires Have Decreased Slightly In the First Two Quarters of FY15

- All Veterans
- Post-Vietnam Era Veterans

Total Veterans Benchmark: 9.1%
Post-Vietnam Era Vet Benchmark: 6.1%
<table>
<thead>
<tr>
<th>Challenges</th>
<th>Opportunities</th>
<th>Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Varied resources &amp; activity across state agencies</td>
<td>NW Edge program expanding to other bases</td>
<td>Targeted support for select agencies</td>
</tr>
<tr>
<td>Retaining newly hired veterans</td>
<td>Capacity of Veteran Employee Resource Group</td>
<td>Support expansion of NW Edge Program</td>
</tr>
<tr>
<td></td>
<td>Alignment of efforts across disability &amp; veteran initiatives</td>
<td>Support agency peer mentor programs</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Partnerships with JBLM Wounded Warrior Battalion &amp; US DVA vocational rehabilitation program</td>
</tr>
</tbody>
</table>
Results Review
Goal 2: Prosperous Economy
2-25-2015
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
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
Results Review
Goal 2: Prosperous Economy
2-25-2015