

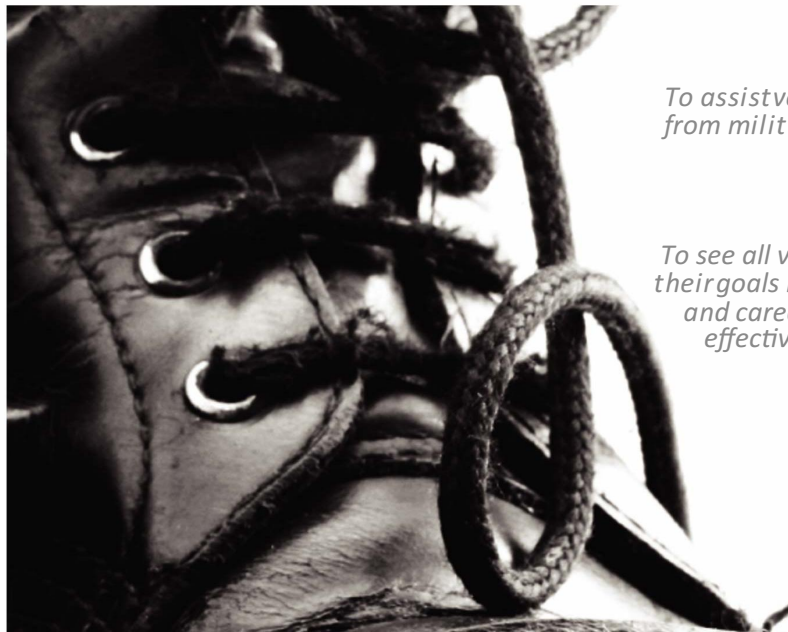


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Veterans and the San Diego Economy

Maurice Wilson, MCPO (Ret)
President/Executive Director
**National Veterans Transition
Services, Inc.**

July 23, 2012



MISSION

To assist veterans in making a successful transition from military service to civilian life through applied behavioral education.

VISION

To see all veterans achieving, within their potential, their goals in the transition domains of: employment and career, education, living situation, personal effectiveness/wellbeing, and community-life functioning.



The Problem:

Service is taking it's toll on Veterans

According to Vanguard Magazine:

- 10% of 2.3 the million people incarcerated are Veterans
 - 70% of those Vets are non-violent crimes
 - 60% have some type of substance dependence problems
 - More than 33% have serious mental illness
- 3 to 9 % of Vets seen by VA served in current conflicts and the numbers are rising quickly.
- Over 1.6 million men and women have served in Afghanistan or Iraq.
- Up to 75% have done at least 2 tours.
- 3.5 million served in Vietnam 1 year tour
- More than 40% of eligible Vets from OEF and OIF have already been seen in VA clinics or hospitals. Over 35% minority 12% women. Ages 18-65 Average age 24 Eligible for VA care for only 5 years for any condition.
- Most common injuries musculoskeletal disorders Mental health disorders Over 360,000 brain injuries.
- Unemployment rates for Vets 20-24 is 15% that's 3x the National Average.
- Post deployment weight gain is another problem facing Vets.



"A man good enough to shed his blood for his country is good enough to be given a square deal afterwards..."
-Theodore Roosevelt



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The Problem:

Southern California is the epicenter for returning veterans



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“No one is coordinating their reentry”

San Diego has the largest defense complex generating over \$30 Billion annually, employing over 340,000 and releasing over 18,000 active duty personnel between the Navy and Marine Corps into the economy. The economy's projected job growth between 2008 & 2018 is 237,000. While there is opportunity, the challenge is helping veterans determine what (occupation) is the best fit for them after service. Currently no system/service exists to match veterans to demand occupations.

Veterans in San Diego County

- San Diego has a very large veteran community – 260,000
- Has the largest OIF/OEF veteran population in the country- 28,000
- OIF/OEF veterans have the highest unemployment rates in the country – 20 to 24%
- There are approximately 20,000 veterans currently attending college

Demand Occupations

According to BLS projections, San Diego will see growth in the following occupations:

- Engineering
- Healthcare
- Construction and Extraction
- Computer and Mathematics
- Production
- Protective Services



Sources: SDMAC, BLS, DVA, WFP

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"The way to get started is to quit talking and begin doing."
-- Walt Disney

The Problem:

Employer & Veteran Confidence is low

Veterans Talent Index

Insights and Analysis from Veteran Professionals, Recruiters and Hiring Managers

1. Veterans Career Confidence Index:

Findings show veterans' career confidence dropped over the past six months, reflecting a lack of confidence in their ability to find a job as well as continued challenges in translating their military skills into corporate ones.

2. Veterans Job Search Activity Index:

Findings show an increased percentage of veterans who are currently seeking or plan to seek a job in the next 12 months. They are actively looking for jobs using multiple job searching resources.

3. Employer Veterans Hiring Index:

Findings show employers are also challenged in finding ways to convert military skills to civilian ones.

May, 2012



monster®



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The Problem:

Mentally adjusting to CIVCOM is taking it's toll on Veterans

Thousands of veterans failing in latest battlefield: college



Among the approximately 800,000 military veterans now attending U.S. colleges, an estimated 88 percent drop out of school during their first year and only 3 percent graduate.*

*According a report forwarded by the University of Colorado Denver, citing a March 22, 2012 study by the Colorado Workforce Development Council.



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Solution:

REBOOT Workshop™

"REBOOT is a three-week program that reintegrates service members and veterans back into civilian life while keeping their military core values intact."

- ✓ Series of cognitive-restructuring educational seminars.
- ✓ Designed for service members, veterans and family members.
- ✓ Promotes a successful social transition from military service to civilian life.
- ✓ Addresses transition domains of:

Week One
Personal Transition
Personal Identity

Week Two
Social Transition
Personal Mission

Week Three
Career Transition
Passion for work

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-- Walt Disney



"REBOOT has been carefully designed to address reintegration issues at their root cause by focusing on the (service member's) positive attributes and teaching attendees how to understand and control thoughts. The workshop works through numerous scenarios and guides them through various situations providing them with peer-to-peer advice and sound cognitive education. The workshop validates their experience and teaches them how to manage thoughts and develop social cohesion for their return home." **Ronne Froman, RADM (Ret)**



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Veterans and the San Diego Economy

Veterans Ready 4 Hire Initiative



Miguel Briseno

Information Systems Technician Las Vegas, Nevada Area | Veteran

A highly organized professional with 20 years of progressive management experience in the Information Systems Communications field maintaining, installing and repairing tactical IT systems, devices, circuits, components, and troubleshooting connectivity issues. Specific qualifications include: * Network Administration (Windows/Unix) * Computer repair/Diagnostic * Navy Electronic Key Management System * Computer repair/Diagnostic * Bilingual (English/Spanish). Held Top Secret Clearance/SCI



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Tyren Leggins

Medical Administrator/Technician Greater San Diego Area | Veteran

Highly proficient medical professional with 10+ years of leadership experience in fast-paced, demanding environments requiring acute decision-making skills. Expertise in scheduling, supervising and managing teams; skilled in allocating and managing resources to meet changing needs. Possesses excellent technical skills in multiple medical support areas, including phlebotomy, radiology, neurology and internal medicine. Record of exercising superior initiative to meet organizational goals during severe manpower shortages.



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Jose L. Mendez

Healthcare Administrator Greater San Diego Area | Veteran

Results-driven professional with more than 25 years experience and expertise and with a proven track record in Senior Management. Exceptional expertise in Business Systems Management and Development. Demonstrated success in project management, cost containment and productivity management. A strategic planner recognized for identifying critical issues and implementing effective solutions. Excellent communicator as highlighted by the ability to build, lead, manage and motivate high performance teams.



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Alberto Santillanvazquez

Avionics Technician Greater San Diego Area | Veteran

Skilled technician and with 10 years of experience, diagnosing, trouble shooting, repairing state-of-art avionics and electronics systems on boar naval fixed wing and rotary aircraft. Over 2 years of military experience in Micro/Miniature Solder Repair, component removal, replacement, and solder quality standards. Advanced knowledge and use of Technical Publications and Schematics. Specialties: Electrical Systems, 2M Solder Repair, Navigation Systems, Avionics Test Sets, Circuit Card Assembly Repair, Connectors/Wiring, Fiber Optics, Networking and FCC.*



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Scott (Davis) VanVliet

Personnel Security Specialist Greater New York Area | Veteran

To contribute to the efficiency and productivity of an organization that can use a resourceful and versatile young professional who offers excellent personnel security and administrative skills along with proven administrative ability and office management experience. Additionally, because of integrity and loyalty, have been entrusted with some of our nation's highest security clearances and currently hold a TOP SECRET with SSBI since 1996.



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Contributing Employers



[Employers who have hired REBOOT graduates](#)

Ready for Hire is a bold new concept to "push" veterans 'ready for hire' out to our employer network.

This in response to the issue most employers state which is they do not know how to connect to qualified veterans.

Given that REBOOT has grown in popularity, we have graduated over 500 veterans (we have a backlog of 390 service members trying to get in the workshop) and has proven to be effective in helping participants successfully transition in three domains: Personal, Social, and Career, we are now ready to up the ante.

Starting 15 June, we will begin sending profiles of 'Ready for Hire' REBOOT graduates to our list of 1745 hiring managers/recruiters. The current number of graduates Ready for Hire is 20. So the odds of getting employed are in favor of the veterans.

MOST COMMON JOB SEARCH CHALLENGES



Finding a job that *matches* what I want (e.g., salary, location, etc.).



Finding opportunities for which I am *qualified*.



Having employers *understand* my skills and experience.



Applying military skills into *non-military* setting.

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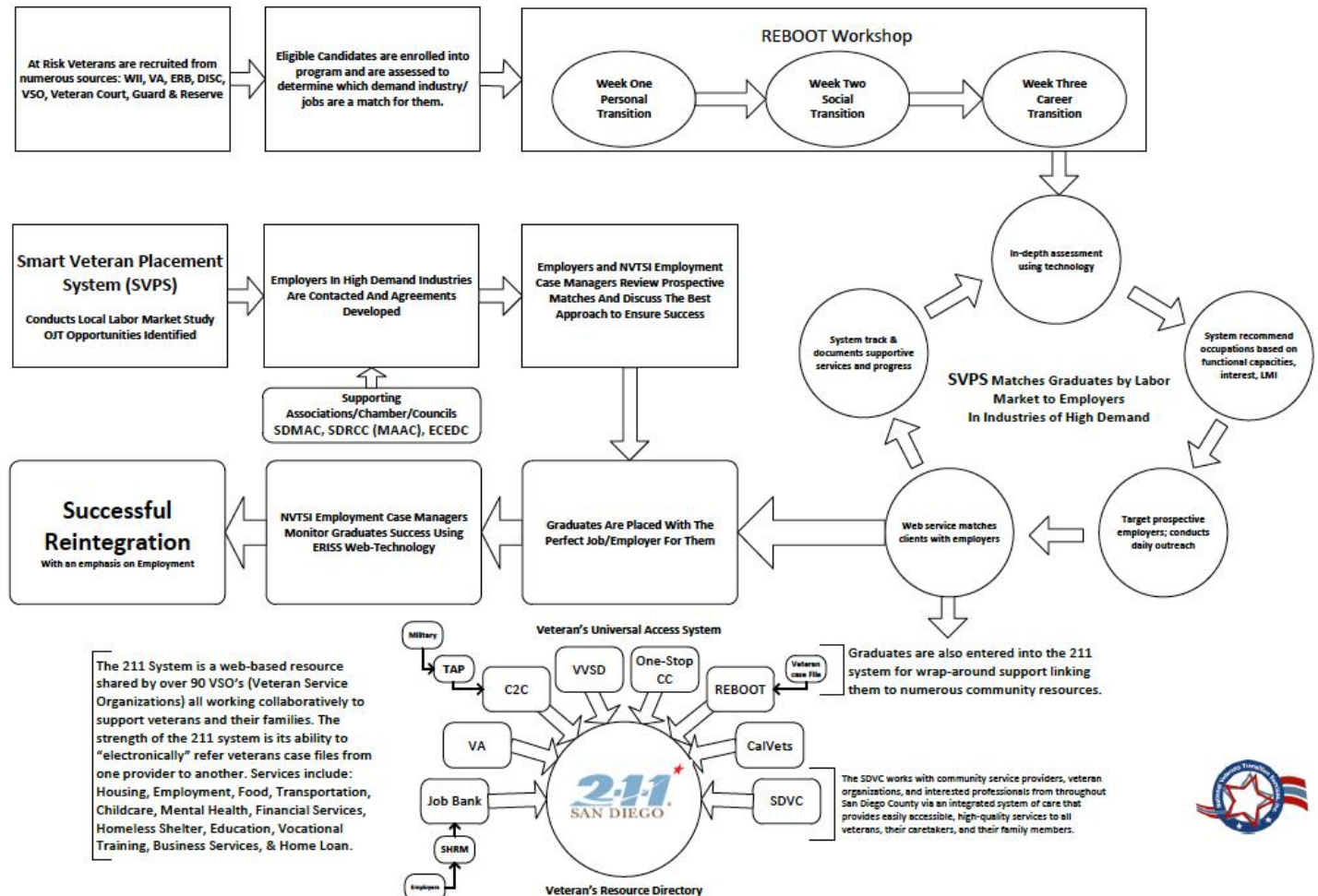
-- Walt Disney

Veterans and the San Diego Economy

NVTSI/REBOOT has piloted the solution

End-To-End Process Combining High Touch with High Tech

Combining REBOOT with the Smart Veteran Placement System and San Diego 211 provides Veterans With an End-to-End Solution Using Behavioral and Web-based Technology That Assures A Successful Match With the Right Industry/Occupations Which Closely Match Their Passions



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Veterans and the San Diego Economy

How does REBOOT differ from the other Transition programs?

A. Our theoretical approach is completely different – is based on changing the learned “military mindset” using cognitive behavioral education (CBE). We also assert that most are not "Ready for Hire" at the time of separation and need assistance in determining their next career (move). A recent study conducted by Monster.com supports our assumption. Also, data captured in workshop sessions also supports assumption.

B. Program design and execution is different – our model takes three-weeks (most other programs are 3 to 5 days) and is conducted off base. Our class size is no more than twenty-four. REBOOT combines peer (group) therapy with psycho-education.

C. Our client base is different – we serve all service-connected people in our workshop: active duty, veterans, and spouses. We even support veterans that have been incarcerated and/or were separated with other than honorable discharges.

D. Our growth replication/scalability potential is different – REBOOT is designed to be replicated in multiple cities and can be scaled to meet the demands of the area.

E. Our costs are more effective - REBOOT cost \$2500/student for the entire three weeks. This includes post workshop follow-up; career coaching, placement assistance and monitoring. When service members finish other programs, that is it no follow up!

F. Perhaps the most important difference is our proactive impact on the service member's life - REBOOT is a Prevention/Early Intervention (CBE) program that mitigates the problems associated with separation from the service such as: unemployment, stress, fear, domestic violence, suicide, incarceration, drug & alcohol abuse and homelessness.

G. REBOOT is Evidence Based – NVTSL has integrated the best available CBE by partnering with world-renown companies that have documented evidence of success. REBOOT's impact is also being evaluated by a 3rd Party (University of San Diego) to validate the effectiveness of our model.



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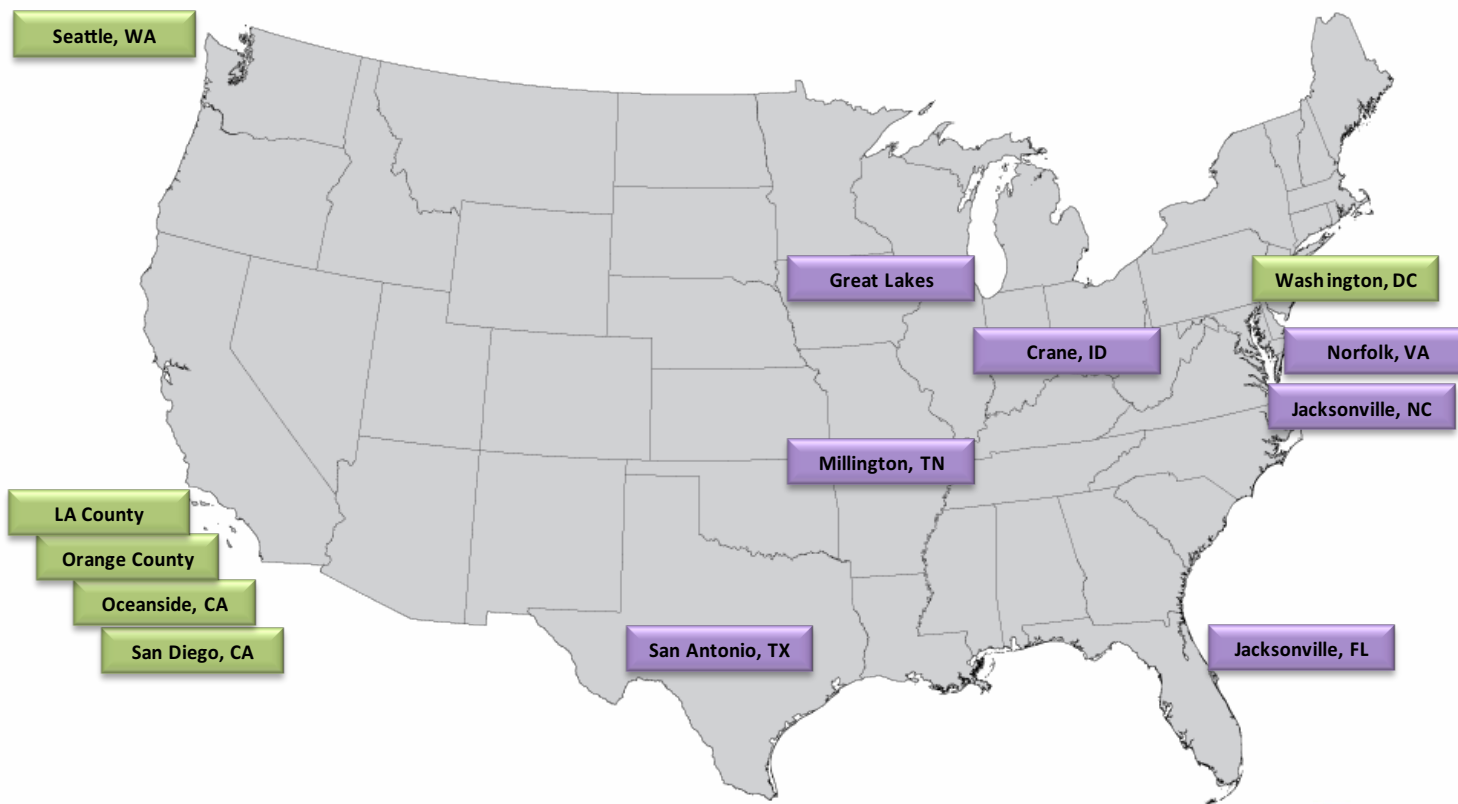
-- Walt Disney

Veterans and the Economy

NVTSI/REBOOT Expansion Plan at Navy Installations



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FY12
FY13



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Veterans and the San Diego Economy

Corporate Sponsorship Opportunities

- Support the “Ready 4 Hire” Initiative
- Support a regional OIF/OEF Initiative
- Support REBOOT SoCal Expansion – SD, LA, OC
- Support Camp Pendleton Expansion
- Support 1st Annual Veterans Employment Summit
- Support Annual Veteran Jazz Festival – Liberty Station
- Support VETF Sponsorship
- Support Smart Veteran Placement System
- Support San Diego 211 Veteran Resource System
- Direct Involvement
 - Career Specific Recruiting
 - Workshop Partner – resume, mock interviews
 - Workplace mentors/Internships

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