



Working with Exiting Military to Meet Workforce Demands

Monday October 14, 2019

Exiting Military

- Fort Campbell,
Montgomery, TN
 - 4,688 annually
- Fort Bragg,
Fayetteville, NC
 - 7,000 annually
- Marine Corp Bases,
Beaufort, SC
 - 1,200 annually



10 Key Traits of Military Veterans



1. Accelerated Learning Curve. Veterans have the proven ability to learn new skills and concepts. In addition, they can enter the workforce with identifiable and transferable skills, proven in real world situations.

2. Leadership. The military trains people to lead by example as well as through direction, delegation, motivation and inspiration. Veterans understand the practical ways to manage behaviors for results, even in the most trying circumstances. They also know the dynamics of leadership as part of both hierarchical and peer structures.



3. Teamwork Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and group productivity. They also necessitate a perception of how groups of all sizes relate to each other and an overarching objective.

4. Diversity and Inclusion in Action Veterans have learned to work side-by-side with individuals regardless of diverse race, gender, geographic origin, ethnic background, religion and economic status, as well as, mental, physical and attitudinal capabilities. They have the sensitivity to cooperate with many different types of individuals.

5. Efficient Performance Under Pressure Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in spite of tremendous stress. They know the critical importance of staying with a task until it is done right.

6. Respect for Procedures Veterans have gained a unique perspective on the value of accountability. They can grasp their place within an organizational framework, becoming responsible for subordinates' actions to higher supervisory levels. They know how policies and procedures enable an organization to exist.

7. Technology and Globalization Because of their experiences in the service, veterans are usually aware of international and technical trends pertinent to business and industry. They can bring the kind of global outlook and technological savvy that all enterprises of any size needs to succeed.

8. Integrity Veterans know what it means to do "an honest day's work." Prospective employers can take advantage of a track record of integrity, often including security clearances. This integrity translates into qualities of sincerity and trustworthiness.

9. Conscious of Health and Safety Standards Thanks to extensive training, veterans are aware of health and safety protocols for themselves and others. Individually, they represent a drug-free workplace that is cognizant of maintaining personal health and fitness. On a company level, their awareness and conscientiousness translate into protection of employees, property and materials.

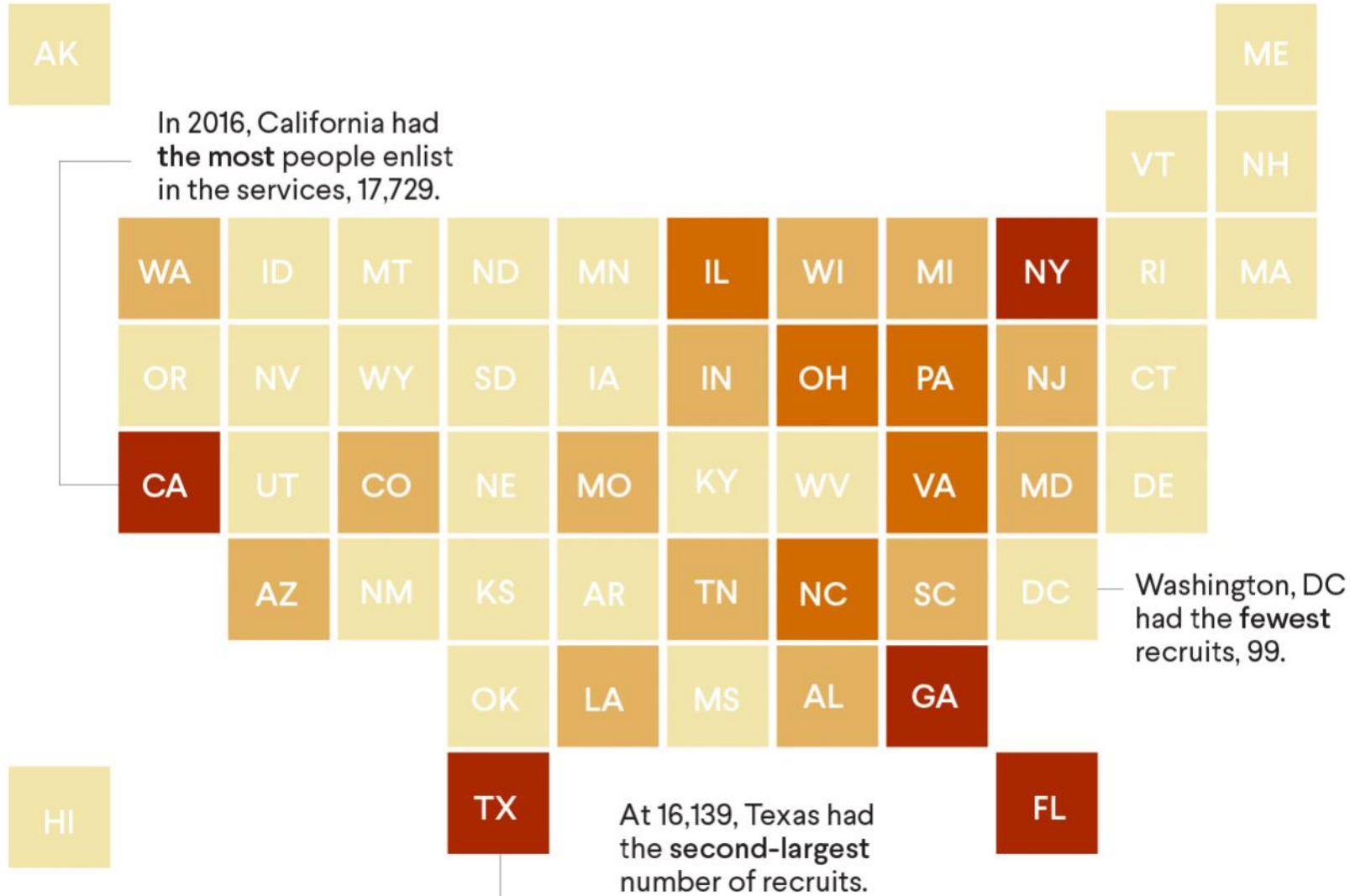
10. Triumph over Adversity In addition to dealing positively with the typical issues of maturity, veterans have frequently triumphed over great adversity. They likely have proven their mettle in mission critical situations demanding endurance, stamina and flexibility. They may have overcome disabilities through strengths and determination.

The background of the slide features a repeating pattern of Uncle Sam, the iconic symbol of the United States. He is depicted from the chest up, wearing his signature top hat with red and white stripes and a blue band with a white star. He has white hair and a goatee, and is dressed in a dark blue suit jacket, a white shirt, and a red bow tie. He is pointing his right index finger directly at the viewer. The pattern is light blue and semi-transparent, creating a subtle watermark effect across the entire slide.

Understanding Talent Pipeline

Number of Enlisted Recruits, 2016

Number of recruits: 0–2,000 2,001–4,000 4,001–6,000 6,000+



| RANK | Title | AS | PI | TOTAL |
|------|---|-----|----|-------|
| E1 | Private | 18 | 3 | 21 |
| E2 | PFC or Private 1st Class | 24 | 3 | 27 |
| E3 | Lance Corporal | 82 | 17 | 99 |
| E4 | Corporal | 234 | 73 | 307 |
| E5 | Sergeant | 230 | 84 | 314 |
| E6 | Staff Sergeant | 68 | 16 | 84 |
| E7 | Gunnery Sergeant | 32 | 10 | 42 |
| E8 | 1st Sergeant or Master Sergeant | 22 | 4 | 26 |
| E9 | Sergeant Major or Master Gunnery Sergeant | 7 | 4 | 11 |
| O1 | 2nd Lieutenant | | | 0 |
| O2 | 1st Lieutenant | | | 0 |
| O3 | Captain | 6 | 14 | 20 |
| O4 | Major | 11 | 5 | 16 |
| O5 | Lieutenant Colonel | 8 | 2 | 10 |
| O6 | Colonel | 0 | 1 | 1 |
| W1 | Warrant Officer | | | 0 |
| W2 | Chief Warrant Officer 2 | 1 | 1 | 2 |
| W3 | Chief Warrant Officer 3 | | 1 | 1 |
| W4 | Chief Warrant Officer 4 | 2 | 1 | 3 |

Grand Count

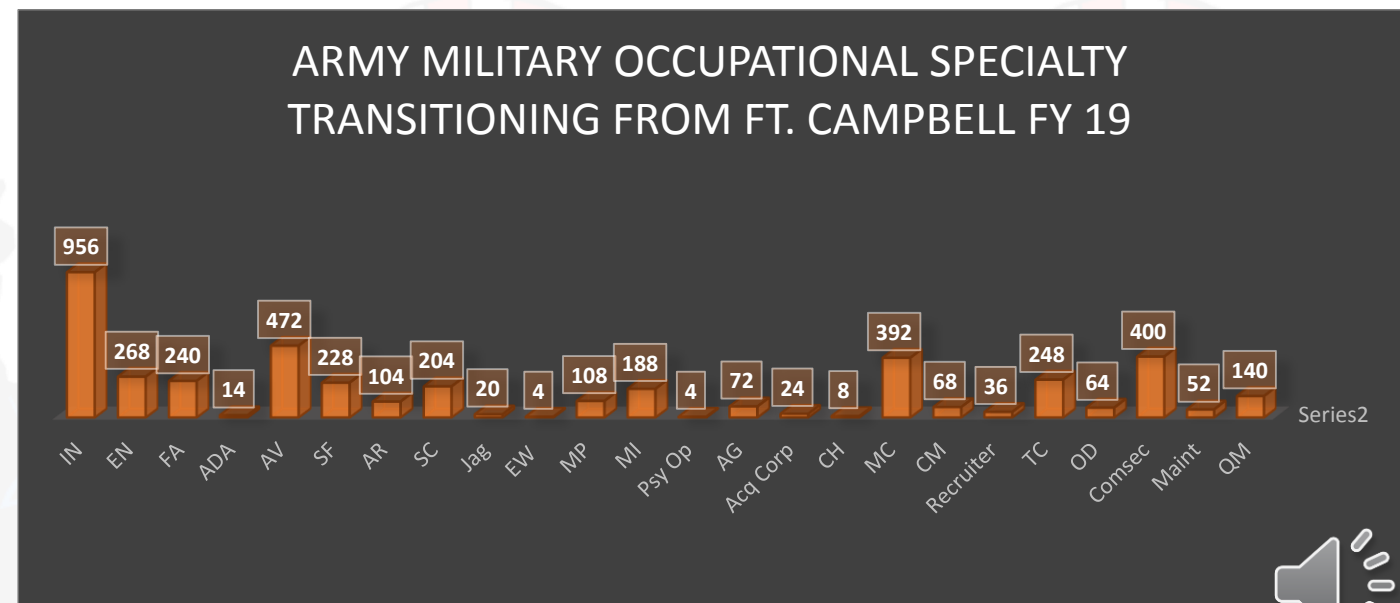
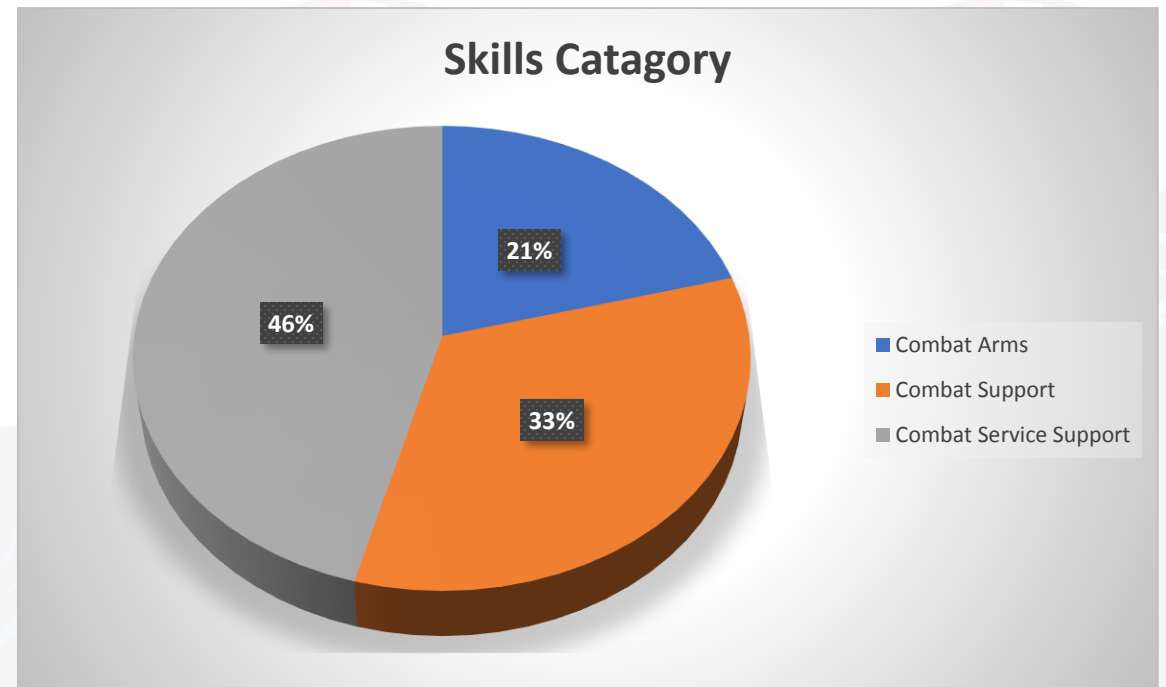
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Military Veteran Statistical Data

Defense Manpower Data Center (DMDC) FY18

- ❖ Total # of Active Duty– 26.800
- ❖ Total # of living Military Veterans – 57,000 in MtgCo
- ❖ Total # of military veterans exiting the military every year – 4,688
- ❖ % of veterans over age 25 with at least a bachelors degree – 10%
- ❖ Fort Campbell supports approximately 68,000 veterans in Tennessee and Western Kentucky
- ❖ with an estimated 61,300 settling in Tennessee. Military retirees living in the state earn \$1.5 billion in retirement benefits each year, which significantly impacts local businesses.
- ❖ Approximately 42,165 of Fort Campbell’s retired veterans (18 to 64 years of age) are estimated to be employed in Tennessee. These veterans create additional economic impacts for the economy above the impacts generated by retirement benefits. Employed veterans

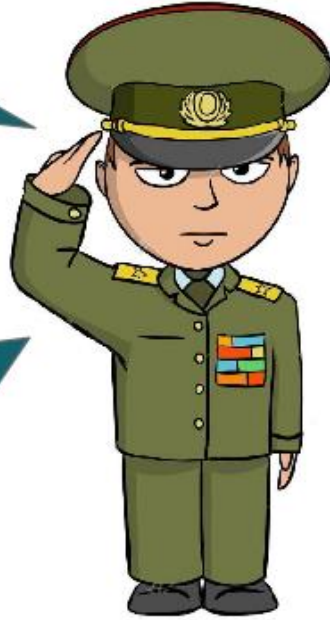




Opportunities for Every Employer

Good Day Soldier

I am Sergeant Taps.
I will be leading the mission
to find you the career of your
dreams.



Sounds Good





REAL HELP, IN REAL TIME

Our tools help veterans identify the best private sector jobs for them, and coaches them through resume creation, job application, the interview process, and more.



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3



CANDIDATE HIGHLIGHTS

- ✓ Employer Networking
- ✓ Career Coaching
- ✓ Skills Translation
- ✓ Exclusive Job Listings
- ✓ Custom Resume Creation and Posting
- ✓ Discussion Board
- ✓ Resource Library
- ✓ 100% Cloud Based
- ✓ Help with Certifications
- ✓ Natural Language AI User Interface





EMPLOYER HIGHLIGHTS

- ✓ Free Job Posting
- ✓ Free Resume Bank
- ✓ Candidate Networking
- ✓ Resource Library with Military Glossary
- ✓ Discussion Board
- ✓ 100% Cloud Based
- ✓ Natural Language AI User Interface

789,318 GA Businesses

99.7% have less than 500 employees



Two of the “Top 8 Hiring Secrets of Fortune 500 Companies” (Forbes , Aug 2010)

1. **Hire effort, attitude and values first.** After you’ve found these three qualities in a candidate, *then* look at skills, expertise and experience.
2. **Hire people’s behaviors and values systems.** Dig a bit deeper than just their technical skill. Look for people who have a passion for solving problems for our customers.
 - ✓ We can teach someone a skill
 - ✓ We can teach someone “how to do a job”
 - ✓ It is much more difficult to teach someone values, work ethic and integrity.



Paradigm Shift



A Virtuous Circle

Entrepreneurship & Innovation



FIDELIS EMPLOYMENT PROJECT OF BEAUFORT COUNTY



WORKFORCE IS THE KEY – AMERICA'S BEST

Issue: The single most important issue in today's economy is the availability of a skilled workforce. Every year 1,000 men and women exit the military through Beaufort County. Today Beaufort County, has an answer for investors who wonder where the future workforce will come from.

Recommendation: In parallel with efforts to develop real estate product we are building out programs to deliver 100 men and women from the bases in our county to drive continued growth of our region's and state's economy. We are doing this by identifying open positions in South Carolina, enticing military personnel to stay in our state, training them for these positions (ReadySC Boot Camp) and getting them hired. Utilizing every means known we communicate to Beaufort County military personnel a warm sincere Lowcountry welcome, much like the Technical College of the Lowcountry (TCL) does for its current students we show them how to get from there (bases) to here (meaningful employment and housing in SC).

Beaufort County is home to 3 bases



Resources: Collective resources of the State of South Carolina, ReadySC, local & regional chambers of commerce, Technical College of the Lowcountry, Tweak, Classrooms/Base facilities, advertising, social media (YouTube, Facebook), University of South Carolina Beaufort (USCB),

How We Measure Success: Measure the number of transitioning and retiring military identified and placed by June 30, 2020 and every June thereafter as staying in South Carolina. The goal initially will be 100 annually. It is expected in subsequent years that this number grow.

Tactical Consideration:

- A massive Lowcountry welcome!
- Reduce the barriers to entry – hold participants hand through training program through to employment.
- Boot Camp: Focused intense training for a short period of time that prepares the participant for the specific needs of targeted employers – i.e.: automotive, aerospace, logistics etc. This is a free program does not utilize GI benefits
- Placement: Directly aligned with industry's needs, 100% success

Other considerations would be one month's rent for participants that choose to stay in Beaufort County.

Results: Presently we have 957 military and/or dependents in programs at USCB or TCL. Data shows that more than 90% of these participants stay in the area.

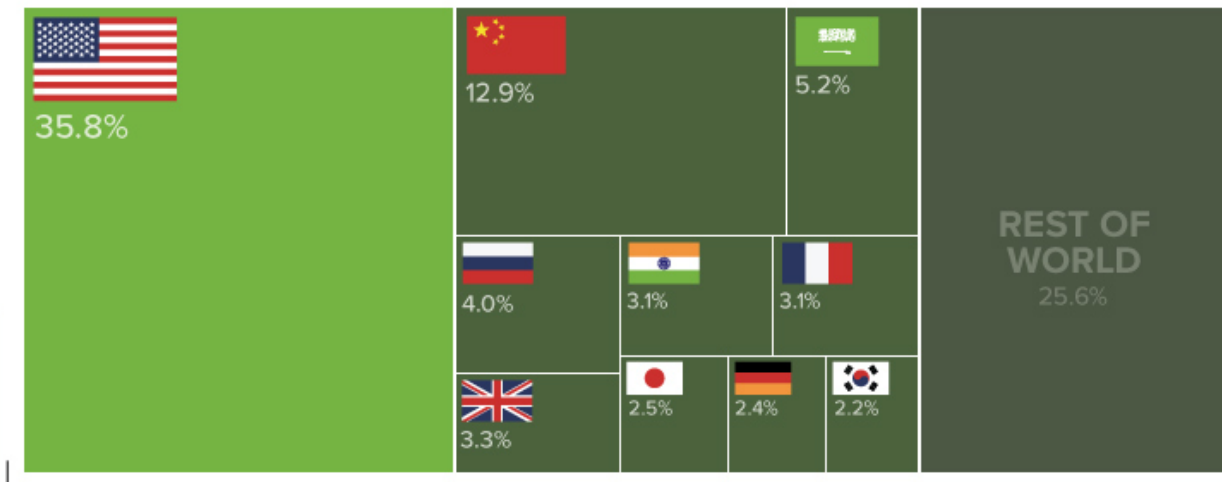


U.S. MILITARY PERSONNEL DEPLOYMENTS BY COUNTRY

Nearly 200,000 troops are currently deployed overseas in 177 countries

Even before the \$54 billion budget increase proposed for FY2018, the United States spends more on defense than the **next seven countries combined.**

The proposed one-year increase in military spending alone is equal to the same size of the **entire** UK defense budget.

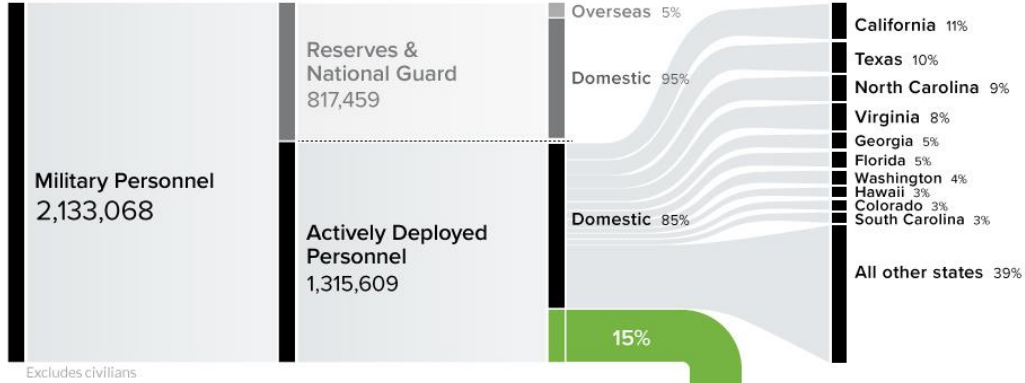


Global Military Expenditure: **\$1.7 Trillion**



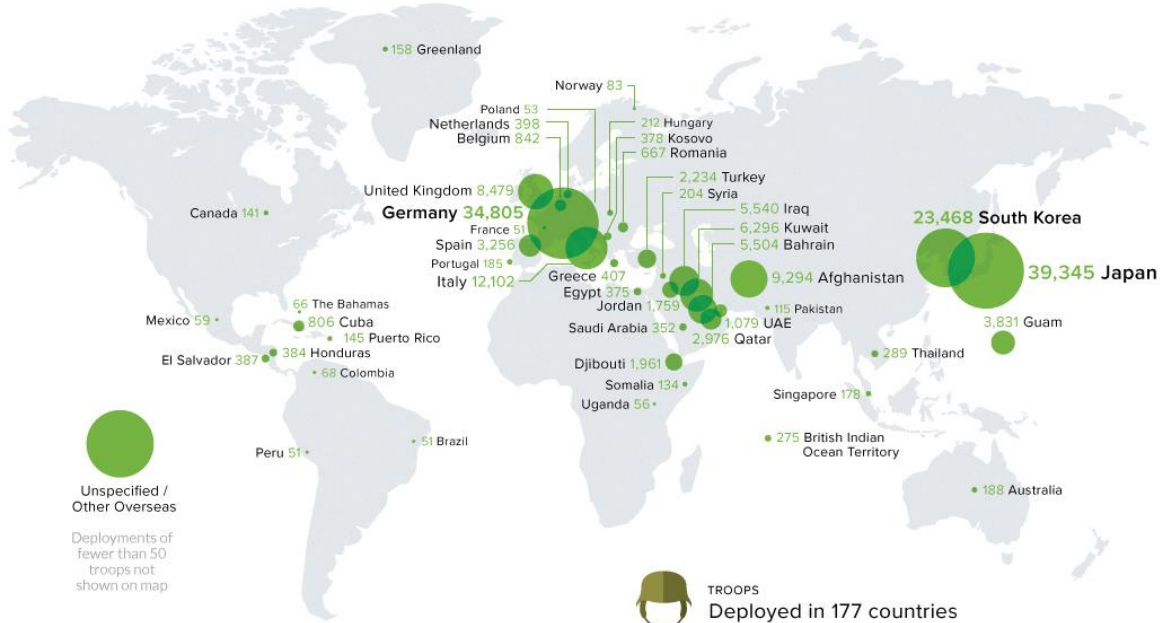
Personnel

All that money has to go somewhere - and a good portion of this goes to pay for the 2.1 million troops domestically and overseas. Here's how they break down.



Overseas Deployment

199,485



Unspecified / Other Overseas

Deployments of fewer than 50 troops not shown on map

TROOPS Deployed in 177 countries

OVERSEAS BASES Approximately 800 COSTS ~\$100 billion to maintain



Economic Impact

- After retiring from the military, some veteran residents will enter the civilian labor force. Veterans' high rates of labor force engagement and educational attainment are an important asset to Tennessee's economy and highly valued amongst regional employers. CERT applied 2017 Census data, to estimate 42,165 of the retired veterans (18 to 64 years of age) are employed in the state. These veterans create additional economic impacts for the state above the impacts from their retirement benefits. Employed veterans earned an estimated \$1.54 billion over the one-year time period, in addition to their retirement benefits.
- In total, an estimated 57,429 indirect and induced jobs have been created in the regional economy to support the 61,300 Tennessee retiree residents.¹² This supporting workforce earned an estimated \$3.72 billion during FY16.

| | Direct Impacts (Employed Veterans) | Direct Impacts (Retirees) | Indirect Induced Impacts |
|-------------------------------------|---|--------------------------------------|-------------------------------------|
| Veterans and Supporting Jobs | 42,165 | 19,097 | 57,429 |
| Incomes | \$2.57B | \$469.4M | \$3.72B |
| Economic Output | \$6.58B | \$2.59B | \$11.93B |

Examples & Best Practices

- Private Sector – on Post training
- Cyber / Tech talent pipeline
- VCTR - <http://www.gavectr.org/>
- Collaborative Public / Private Partnerships for multi year success

Open Position Survey

| | | | |
|------------------|--------------------------|-----------------------------|--------------------------|
| Company: | | | |
| Contact Name: | | Date: | |
| Phone #: | | Email: | |
| Job Title: | | Number of Needed Positions: | |
| Job Description: | Timeline: | In NC: | Other: |
| | Current | | |
| | In 12 Months | | |
| | In 24 Months | | |
| | In 36 Months | | |
| Clearances: | | Certifications: | |
| | Required: | Able To Obtain: | Preferred: |
| SSBI | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| TS/SCI | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Top Secret | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Secret | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Polygraph | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| DOJ MBI | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| NACI | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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| | Required: | Able To Obtain: | Preferred: |
| DoD 8570 | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| DoD 8570 II | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| GPEN | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| OSCP | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| OSCE | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Security+ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| CEH | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| CISSP | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| CISM | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| SANS | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| CCNA | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| CCNA - Cyber | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| _____ | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
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Beaufort County
Economic Development Corporation



Resources & Recommendations

- Transition Services Offices
- Direct Recruitment of Transitioning Veterans
- Leveraging your hometown network
- Understanding and quantifying your employer needs
- Communicate your needs – consistently
- Plant seeds early, to encourage those that serve to return home
- 56% have spouses, often ready to aggressively advance their careers



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