Helping Veterans Achieve Success in Ohio

Rob Breeckner
SAA Director

Jonathon Field
Workforce Manager
State Approving Agency for Veterans Training (SAA)

Rob Breeckner
SAA Director
MISSION
“...to approve education and training programs for veterans and their eligible dependents throughout the state of Ohio.”

VISION
“...to provide information resources to increase program usage.”

STAKE HOLDERS
“...institutional certifying officials and training administrators...veterans, VA, federal/state agencies, etc.”
Provide Program Approval Authority

Veteran or dependent attending college or vocational school

Over 700 approved institutions, OJT or APP locations in Ohio

“The Trusted Voice for Veterans”
2011 VA Contract

Approximately 150-200 schools survey each year in Ohio (5,000 nationwide)

“The Trusted Voice for Veterans”
Ohio Department of Veterans Services

State Approving Agency

FEDERALLY FUNDED

5 Education Consultants
1 Support Staff

Located in Department of Veterans Services

“The Trusted Voice for Veterans”
11,000 to 23,000 veterans/dependents monthly

$307 Million (2015 Education & VRE)

"The Trusted Voice for Veterans"
BEST KEPT SECRET

On-the-Job Training & Apprenticeship
On-the-Job Training

- Public or Private
- 6 to 24 months of supervised training
- Wage Scale
- Detailed Training Outline

Apprenticeships

- Registered JFS/OSAC
- 2,000 hours minimal
- Wage Scale
- Training Agreement
• Education Fairs
• Job Fairs
• Veteran Recognition

GETTING THE WORD OUT
Ohio State Apprentice Council

Ohio JFS collaboration efforts

Brochures for Employers & Veterans

"The Trusted Voice for Veterans"
Veteran Educational Programs (VEP) Office
77 S. High Street, 7th Floor, Columbus, Ohio 43215
Office: (614) 466-9287 * Fax: (614) 387-7317

Robert Breeckner, Deputy Director
robert.breeckner@dvs.ohio.gov

Valerie Bennett, Military Education Assistant
valerie.bennett@dvs.ohio.gov

*Ohio State Approving Agency (SAA) for Veterans Training*
www.saa.ohio.gov

Melissa Triplett, Consultant
(614) 387-2280 (Area A)
melissa.triplett@dvs.ohio.gov

Bill Schroeder, Consultant
(614) 466-8719 (Area B)
bill.schroeder@dvs.ohio.gov

Debbie Shinall, Consultant
(614) 907-2188 (Area C)
deborah.shinall@dvs.ohio.gov

Kevin Edwards, Consultant
(614) 644-1213 (Area D)
kevin.edwards@dvs.ohio.gov

Karol Scheetz, Consultant
(614) 466-4283 (Area E)
karol.scheetz@dvs.ohio.gov

"The Trusted Voice for Veterans"
Veteran Employment

Jonathon Field
Workforce Manager
Section One: Veteran Demographics
Ohio Veterans: By the Numbers…

- **866,000** Veterans call Ohio home (6th Largest State by Population)
- **450,000** Veterans currently in the labor force
- **25,000** Student Veterans currently in the University System
- **10,000** Service Members return to Ohio each year
- **4.8%** Ohio Unemployment Rate September 2016
- **3.5% – 4.5%** Ohio Veteran Unemployment Rate
### Cash Compensation: Basic Pay, Housing Allowance, Subsistence Allowance, and Special/Incentive Pay only makes up 44% of a Service Member’s Total compensation. Basic Pay alone accounts for ~31% of Total Compensation package

83% of Veteran Applicants come from the Enlisted Ranks

<table>
<thead>
<tr>
<th>Pay Grade</th>
<th>Army</th>
<th>Marines</th>
<th>Air Force</th>
<th>Navy/Coast Guard</th>
<th>Basic Pay Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>E-9</td>
<td>Sergeant Major</td>
<td>Sergeant Major</td>
<td>Chief Master Sergeant</td>
<td>Master Chief Petty Officer</td>
<td>$59,385 - $83,616</td>
</tr>
<tr>
<td>E-8</td>
<td>Master/First Sergeant</td>
<td>Master/First Sergeant</td>
<td>Senior Master Sergeant</td>
<td>Senior Chief Petty Officer</td>
<td>$48,610 - $69,332</td>
</tr>
<tr>
<td>E-7</td>
<td>Sergeant First Class</td>
<td>Gunnery Sergeant</td>
<td>Master Sergeant</td>
<td>Chief Petty Officer</td>
<td>$33,793 - $60,732</td>
</tr>
<tr>
<td>E-6</td>
<td>Staff Sergeant</td>
<td>Staff Sergeant</td>
<td>Technical Sergeant</td>
<td>Petty Officer First Class</td>
<td>$29,228 - $45,270</td>
</tr>
<tr>
<td>E-5</td>
<td>Sergeant</td>
<td>Sergeant</td>
<td>Staff Sergeant</td>
<td>Petty Officer Second Class</td>
<td>$26,776 - $37,994</td>
</tr>
<tr>
<td>E-4</td>
<td>Corporal/Specialist</td>
<td>Corporal</td>
<td>Senior Airman</td>
<td>Petty Officer Third Class</td>
<td>$24,552 - $29,800</td>
</tr>
<tr>
<td>E-3</td>
<td>Private First Class</td>
<td>Lance Corporal</td>
<td>Airman First Class</td>
<td>Seaman</td>
<td>$22,165 - $24,984</td>
</tr>
<tr>
<td>E-2</td>
<td>Private 2</td>
<td>Private First Class</td>
<td>Airman</td>
<td>Seaman Apprentice</td>
<td>$21,078</td>
</tr>
<tr>
<td>E-1</td>
<td>Private</td>
<td>Private</td>
<td>Airman Basic</td>
<td>Seaman Recruit</td>
<td>$18,802</td>
</tr>
</tbody>
</table>

Source: Center for Strategic Budgetary Assessments
# Areas of Skills/Training

<table>
<thead>
<tr>
<th>Occupational group</th>
<th>Enlisted</th>
<th>Army</th>
<th>Air Force</th>
<th>Coast Guard</th>
<th>Marines</th>
<th>Navy</th>
<th>Enlisted personnel per occupation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Administrative</td>
<td>6,140</td>
<td>14,046</td>
<td>1,507</td>
<td>12,018</td>
<td>18,635</td>
<td>52,346</td>
<td>4.8%</td>
</tr>
<tr>
<td>Combat Specialty</td>
<td>109,625</td>
<td>677</td>
<td>649</td>
<td>39,350</td>
<td>8,388</td>
<td>158,689</td>
<td>14.5%</td>
</tr>
<tr>
<td>Construction</td>
<td>15,313</td>
<td>5,195</td>
<td>—</td>
<td>6,252</td>
<td>3,987</td>
<td>30,747</td>
<td>2.9%</td>
</tr>
<tr>
<td>Electronic and Electrical Equipment Repair</td>
<td>31,051</td>
<td>29,310</td>
<td>4,341</td>
<td>16,822</td>
<td>48,236</td>
<td>129,760</td>
<td>11.7%</td>
</tr>
<tr>
<td>Engineering, Science, and Technical</td>
<td>43,567</td>
<td>49,162</td>
<td>1,256</td>
<td>26,917</td>
<td>39,611</td>
<td>160,513</td>
<td>14.5%</td>
</tr>
<tr>
<td>Healthcare</td>
<td>29,986</td>
<td>15,441</td>
<td>707</td>
<td>—</td>
<td>25,345</td>
<td>71,479</td>
<td>6.4%</td>
</tr>
<tr>
<td>Human Resource Development</td>
<td>16,558</td>
<td>7,720</td>
<td>1</td>
<td>2,214</td>
<td>3,941</td>
<td>30,434</td>
<td>2.8%</td>
</tr>
<tr>
<td>Machine Operator and Production</td>
<td>4,107</td>
<td>6,063</td>
<td>1,688</td>
<td>2,539</td>
<td>8,542</td>
<td>22,939</td>
<td>2.1%</td>
</tr>
<tr>
<td>Media and Public Affairs</td>
<td>6,646</td>
<td>7,095</td>
<td>136</td>
<td>2,439</td>
<td>3,859</td>
<td>20,175</td>
<td>1.9%</td>
</tr>
<tr>
<td>Protective Service</td>
<td>21,802</td>
<td>32,573</td>
<td>2,720</td>
<td>6,096</td>
<td>12,011</td>
<td>75,202</td>
<td>6.8%</td>
</tr>
<tr>
<td>Support Service</td>
<td>9,901</td>
<td>4,981</td>
<td>1,145</td>
<td>2,263</td>
<td>8,129</td>
<td>26,419</td>
<td>2.5%</td>
</tr>
<tr>
<td>Transportation and Material Handling</td>
<td>48,096</td>
<td>27,840</td>
<td>9,879</td>
<td>23,213</td>
<td>37,709</td>
<td>146,737</td>
<td>13.4%</td>
</tr>
<tr>
<td>Vehicle and Machinery Mechanic</td>
<td>45,344</td>
<td>41,555</td>
<td>5,532</td>
<td>21,511</td>
<td>47,353</td>
<td>161,295</td>
<td>14.6%</td>
</tr>
<tr>
<td>Non-occupation or unspecified coded personnel</td>
<td>2,984</td>
<td>5,038</td>
<td>1,439</td>
<td>1,161</td>
<td>2,555</td>
<td>13,177</td>
<td>1.1%</td>
</tr>
<tr>
<td>Total enlisted personnel for each military branch and Coast Guard</td>
<td>391,120</td>
<td>246,696</td>
<td>31,000</td>
<td>162,795</td>
<td>268,301</td>
<td>1,099,912</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

SOURCE: U.S. Department of Defense, Defense Manpower Data Center
Military Competencies

- Leadership
- Ability to Organize
- Strong Values – Loyalty, Respect
- Personal Ownership and Accountability
- Strategic and Creative Thinking
- Flexible
- Experienced in working with diverse teams
- Technically Skilled
Addressing the Misconception of PTS “D”

- PTS “D” rate among veterans is between 2% - 20%
- PTS “D” rate among civilians is between 8% - 10%
- You’re 5 times more likely to encounter a civilian suffering from symptoms of PTS!
Addressing the Misconception of PTS “D”

In the Ohio State example, you’re over 10 times more likely to encounter a non-veteran student suffering from symptoms of PTS!
Section Two: Employer Support
Employer Best Practices

- Hero Experience
  - Guarantee phone interviews to veterans

- Veteran Professional Advancement Course
  - VPAC provides employment search training and support

- Veteran Hiring
  - Dedicated recruiting resources to identify and hire veterans
# Building a Vet-Friendly Culture

<table>
<thead>
<tr>
<th>Category</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary</td>
<td>Pay differential in salary if military pay is lower than employee’s normal salary during deployment</td>
</tr>
<tr>
<td>Medical Benefits</td>
<td>Continued medical coverage for dependents while on duty</td>
</tr>
<tr>
<td>Job Security</td>
<td>Same pay guaranteed upon return – Active, National Guard or Reserve</td>
</tr>
<tr>
<td>Hiring Practices</td>
<td>Full-time HR workers for veterans, military website, military ad budget, disabled veteran hiring, spouse employment program</td>
</tr>
<tr>
<td>Hiring Sources</td>
<td>Military placement firms, military job boards, social media, print advertising, career fairs, government resources, internal programs for hiring spouses, college campuses, military base presence</td>
</tr>
<tr>
<td>On-Boarding</td>
<td>Training for HR managers, recruiters, hiring managers; sponsorships for military new hires; new hire mentoring program</td>
</tr>
<tr>
<td>Retention</td>
<td>Career coaching program; veteran outreach programs in community; veteran employee resource groups</td>
</tr>
<tr>
<td>Family Support</td>
<td>Part-time employment for spouse employees during deployment, child care support facilities</td>
</tr>
</tbody>
</table>
Regional Veteran Workforce Consultants

North Region
Joe Trevino
Office: 614-296-8548
Email: Joseph.Trevino@dvs.ohio.gov

Central Region
Ryan Blackburn
Office: 614-296-5892
Email: Ryan.Blackburn@dvs.ohio.gov

Southwest Region
Dan Semsel
Office: 614-296-7882
Email: Daniel.Semsel@dvs.ohio.gov
Programs & Legislation

Veterans Services – State Approving Agency

Ohio Department of Job and Family Services - Veterans Services

National Guard Employment Enhancement Program

Work Opportunity Tax Credit (WOTC)

VA - Special Employers Incentives

2014: HB488 – The Veteran Bill
Section Three: Ohio Means Jobs Overview
Let’s take a look at Ohio Means Jobs!
Veterans Business Support Center (VBSC)

Employers must complete their registration on Ohio Means Jobs before gaining access to the VBSC

Veteran resumes are identified with a Red, White and Blue “V”
Ohio’s public colleges and universities now have a single point of contact for veterans

Military Transfer Assurance Guides give veterans and service members college credit for the training and education they received in the military
Questions?