

# *2015 NYSACME Annual Training and Workshop Symposium*

## **Improving Employment Rates and Transition Skills for Veterans**

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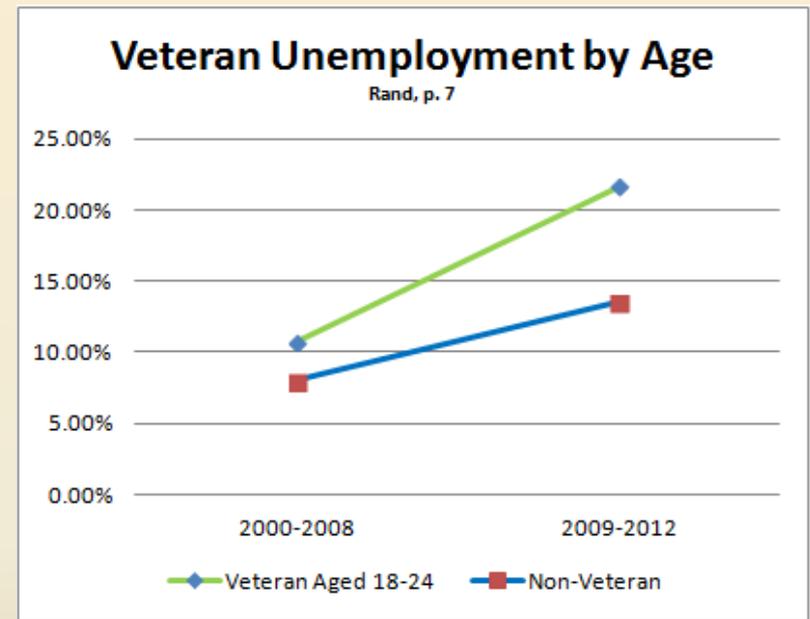
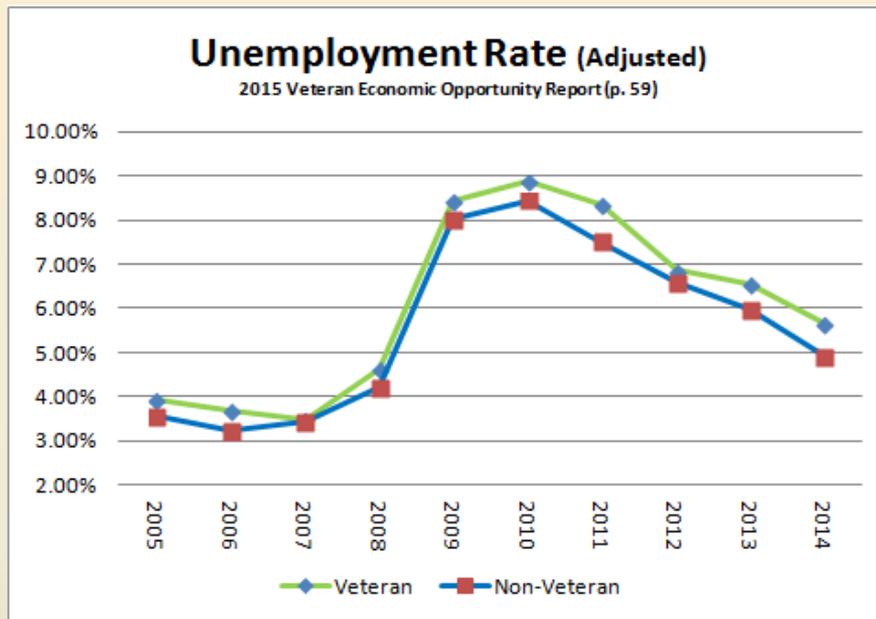
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# Issue

***Our recent veterans have an unemployment rate higher than the national average***



Veterans overall have favorable unemployment vs. non-veterans but it varies by time since separation and demographics. Veterans who either recently separated or once the data is adjusted for demographics such as sex and age – have higher unemployment.

# Possible Reasons for Higher Veteran Unemployment

- Higher disability rate
- Reason for separation
- Less commercial experience
- Discrimination by hiring managers
- Lower education on average when entering military service
- Lack of needed skills



# Current Solutions

Current efforts are centered on:

- Skill identification (translation)
- Resume writing
- Education (generic)
- Counseling
- Hiring Manager education



*These are all commendable and valuable, but may be insufficient.*

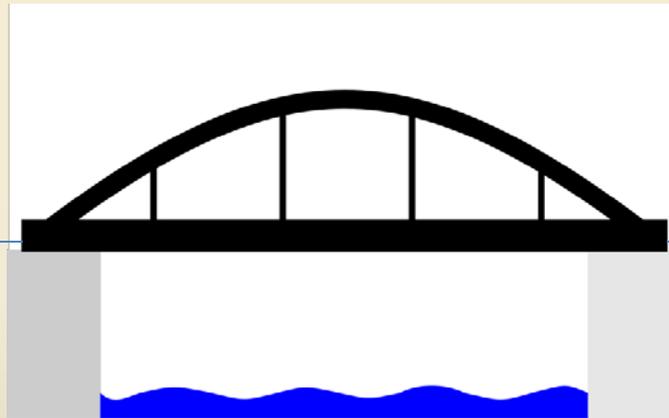
# Additional Solution Focus - Skills



The skills needed for commercial employment are oftentimes seen as and sometimes are very different than the skills desired by the military.

# Skills Solution

Build a bridge between military service and commercial employment



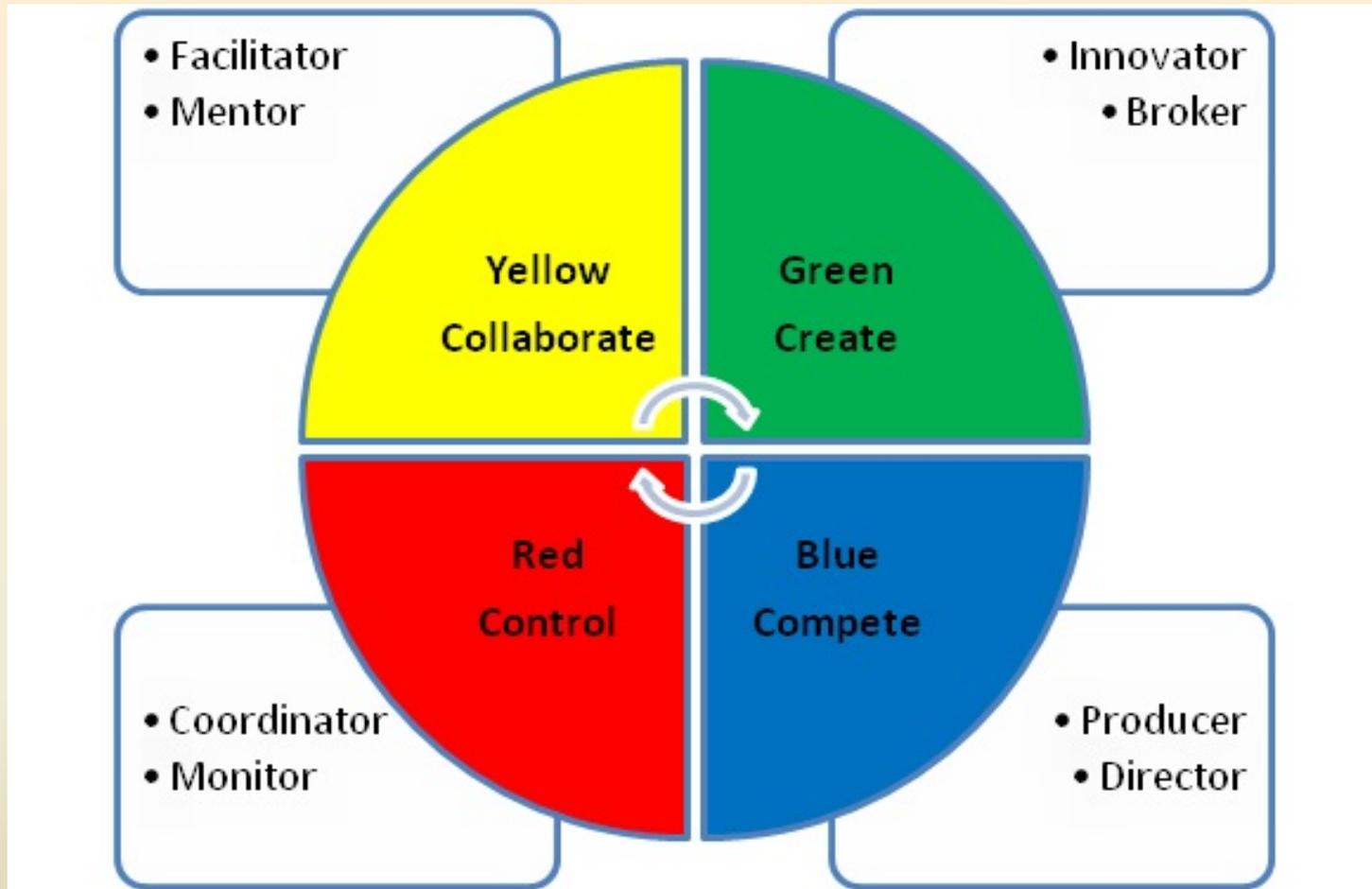
This bridge is education.

# Education Can Bridge the Gap

- Determine the transitioning service member or veteran current skill profile
- Show the veteran the gap in current skills versus needed commercial skills
- Coach the veteran on how education can balance and enhance the skills that are needed.
- Facilitate and mentor throughout transition, school and finding employment.
- Build veteran's confidence throughout!

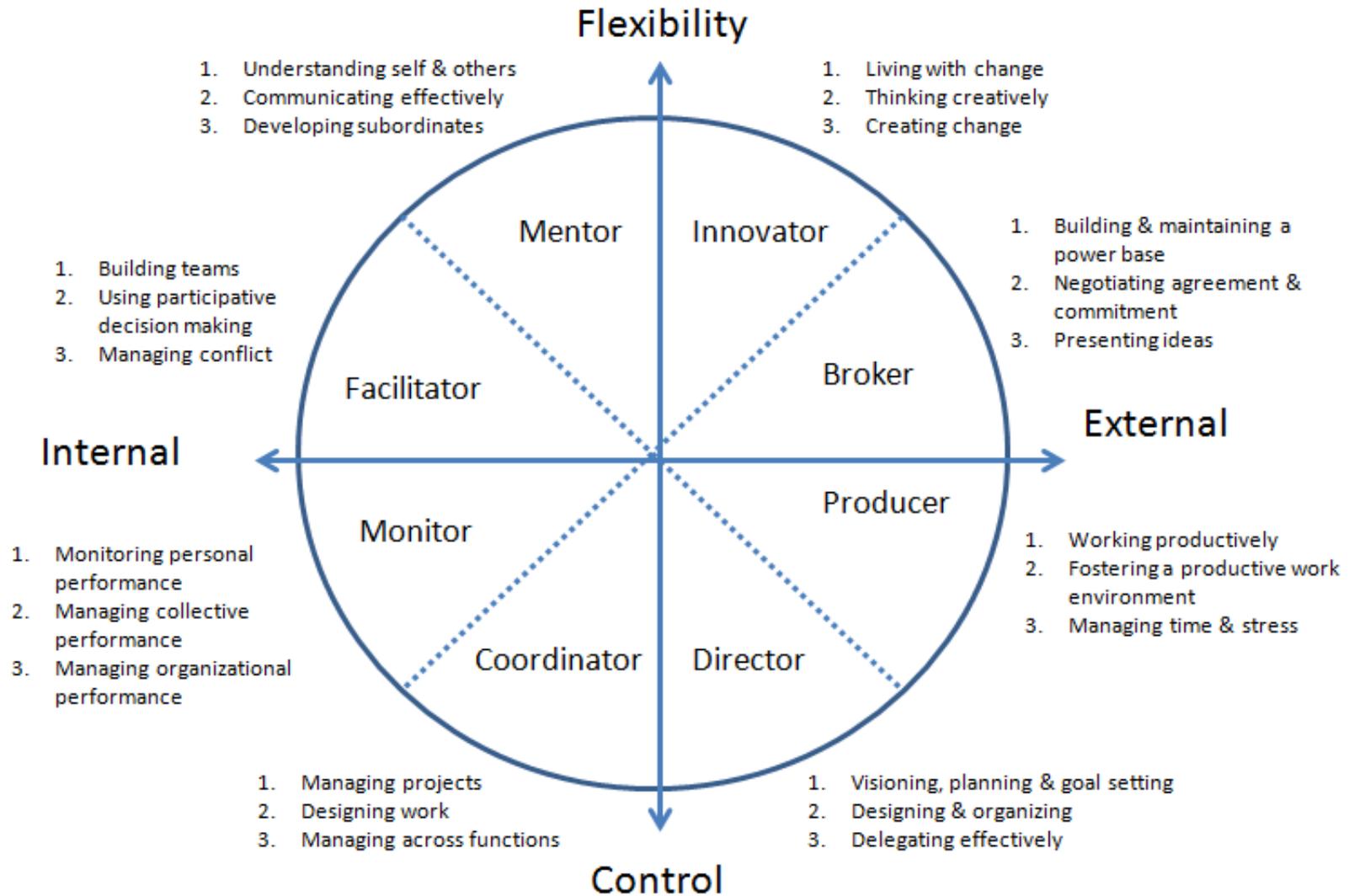


# Method



The Competing Values Framework is a method to assess skills utilizing a 100 item questionnaire that can be completed and scored in under one hour. It groups skills by type.

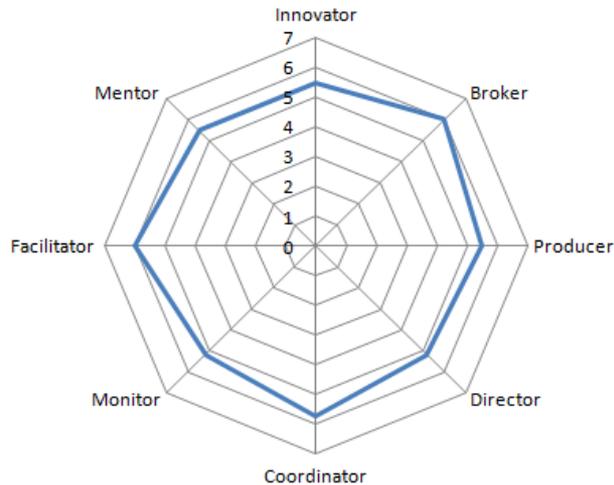
# Competing Values Framework



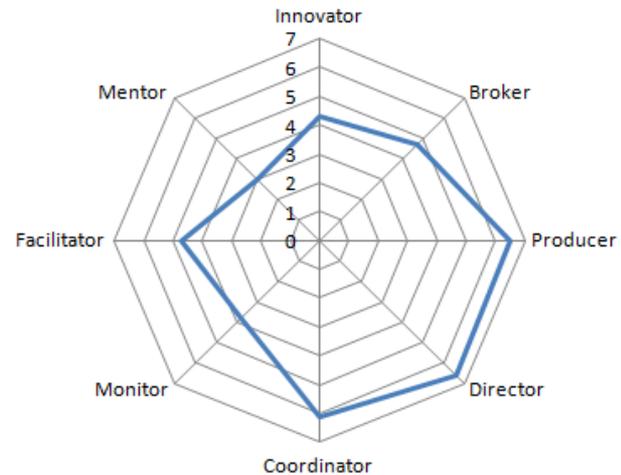
The CVF assesses commercial world skills

# Method

**Non-Veteran CVF Profile example**



**Veteran CVF Profile example**



- A typical civilian employee has a balanced profile with mid-high scores per category
- A typical veteran has extra high scores for some skills which risks overuse, and a deficit in other skills that are needed such as collaboration and creativity

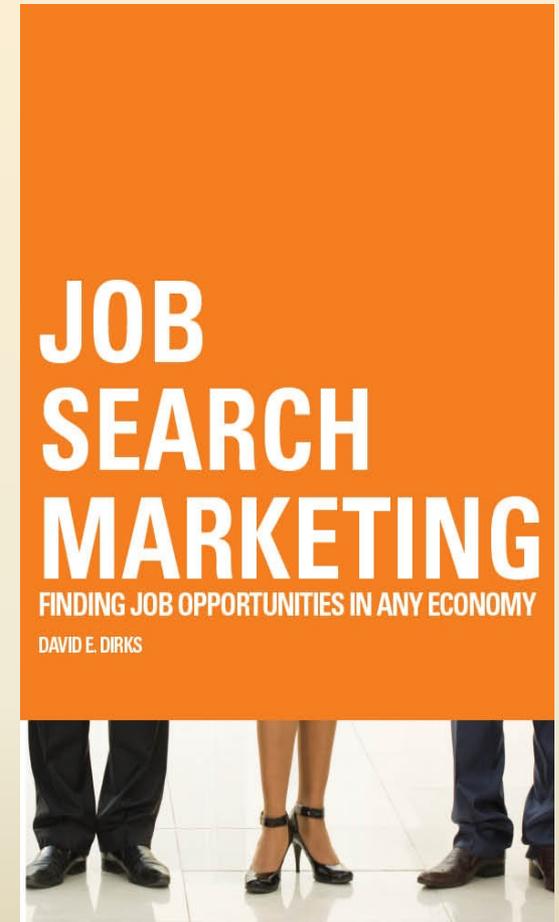
# Education Solution

- Veterans expect commercial skills to be different and are willing to learn new skills
- Veterans need to feel confident newly acquired skills will equip them for commercial employment
- Hiring managers will be more comfortable hiring a graduate vs. a veteran
- Veterans will be more successful once employed and a virtuous cycle is created.



# Conclusion

- Conducting a gap analysis of necessary skills will help veterans identify what they need to learn to be successful in a civilian career
- Education is an excellent means for the veteran to acquire these skills and serve as a bridge to hiring managers
- Educational benefits to veterans are widely available so communicating the need and the solution is key.
- This tool, coupled with the existing excellent work, and joined with job search tools will help improve our recent veteran employment rate.



# References

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# Questions



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