

Washington State Military Transition Council



QUARTERLY MEETING
TUESDAY, DECEMBER 9, 2014
10:00 AM – 12:00 PM

MCGAVICK CONFERENCE CENTER
CLOVER PARK TECHNICAL COLLEGE

WSMTC Parking at Clover Park TC



McGavick Conference Center

Today's Agenda



- Welcome & Introductions
- Guest speakers comments – Gary Sinise and LTG Halverson
- Service Member for Life Summit AAR, 21-23 Oct 2014
- Small Business and Entrepreneurship Workgroup Update
- IslandWood 2014 Military Families and Veterans Action Summit Update
- Public Sector Survey Results
- Results Washington Update
- WSMTC Website Page and Education MOU Updates
- Workgroup Updates
- FY15 Way Ahead
- Roundtable

Welcome



**DR. LONNIE HOWARD
PRESIDENT, CLOVER PARK
TECHNICAL COLLEGE**

ALFIE ALVARADO & COL HODGES

Comments



GARY SINISE

**ACTOR AND ADVOCATE OF
AMERICA'S SERVICEMEN AND
WOMEN**

Comments



LTG DAVID HALVERSON

**COMMANDING GENERAL, US ARMY
INSTALLATION MANAGEMENT
COMMAND**

Washington State Service
Member for Life Summit
AAR



ROBIN BAKER

**TRANSITION SERVICES MANAGER,
JBLM**

Washington State Service Member For Life Transition Summit, 21-23 OCT 2014 Joint Base Lewis-McChord, WA



Distinguished Visitors in Attendance (partial list)

Washington Governor Jay Inslee
Senator Patty Murray
Congressman Denny Heck
Under Secretary of Defense Jessica Wright

Key JBLM Leadership

LTG Stephen Lanza, I Corps
COL H. Charles Hodges, JBLM
Col David Kumashiro, 62 AW

External Coordination

US Chamber of Commerce
US Department of Labor
US Veterans Affairs
State Governor's/Senator Office
WA National Guard
USA/USAF/USN/USMC/USCG Transition Programs

Situation

JBLM/Washington State Service Member for Life Transition Summit spanned 21-23 OCT 14. The summit brought together senior political and military leaders, employers and community leaders, transitioning service members, veterans, and military dependents to support and facilitate Service Member transition.

Day 1 – Senior Leader Seminar: Highlight National/State transition initiatives; data share; gain senior leader support for transition efforts

Day 2 – Industry Specific Panels: Prepare, educate, and link participants to resources for successful employment in 7 different industry sectors

Day 3 – Transition/Education/Apprenticeship/Small Business Fair: Connect participants with employers, schools, trades, and small business resources; facilitate hiring and educational enrollment

Outcomes

Initial estimates indicate more than 3000 transitioning service members, veterans, and military spouses/dependents from on and off JBLM attended the 3-day event.

7 Distinct industry panels provided industry specific guidance for employment in Maritime/Transpo/Logistics; Healthcare/Life Sciences/Global Health; Information Comm; Clean Tech; Gov/Public Sector; Retail; Advanced Manufacturing.

Approximately 248 employers, educators, and service organizations arrived offering at least 1300 immediate job openings.
212 immediate job openings were filled on site; additional 26 on Friday 24 OCT

Small Business Entrepreneurship Workgroup



CO-CHAIRS:

CHERYL FAMBLES
*CEO – PACIFIC MOUNTAIN WORKFORCE
DEVELOPMENT*

NANCY PORZIO
*DISTRICT DIRECTOR – SBA SEATTLE
DISTRICT OFFICE*

Nov. 17-23 was Global Entrepreneurship Week...According to the Washington State Department of Commerce, more than 100 local education and networking events took place in all 39 counties, surpassing the reach of any other state.

Small Business Entrepreneurship Workgroup



30 min—How we will spend the time...

Cheryl B. Fambles- Small Business Entrepreneurship *Ecosystem*

Success Stories

Stephanie Scott- Fitzroy Environmental Consulting

Shem Zakem- BETTERY

Understanding the *Ecosystem*

Phil Potter- Higher Education Resources

Rick Rauschenbach- Federal (SBA) Government Resources

Greg Mowat- Private Resources

Cheryl B. Fambles- Next...

Small Business Entrepreneurship Workgroup



The Mission: Channel the *Sea Of Goodwill* and sustain the *Groundswell of Support* by creating success in *Small Business Entrepreneurship*

How to Make the Small Business Entrepreneurship Ecosystem Veteran Ready?

An **ecosystem** is a strategic planning model used by a community of providers interacting as a system, interconnected and interdependent. In particular, the energy and resources present within an **ecosystem** are collected and shared.

Small Business Entrepreneurship Workgroup



Work Group Operating Themes:

- ❖ The current *ecosystem* for entrepreneurship is rich and vital
- ❖ Choosing entrepreneurship and small business is latent in many...how do we support the emergence of a wise choice?
- ❖ Key tasks involve organizing, translating, streamlining and providing access to the ecosystem
- ❖ Including entrepreneurship and small business development is a progressive, sensible and righteous act
- ❖ Success comes in connections to local, regional and national resources and networks like Chambers, SBA, and EDCs

Small Business Entrepreneurship Workgroup



A SUCCESS STORY TOLD BY:

STEPHANIE SCOTT

Government Contracting Specialist
*Washington Procurement Technical
Assistance Center*

Small Business Entrepreneurship Workgroup



Fitzroy Environmental Consulting

- Leveraged military experience into self employment as a defense service provider
- Utilized existing small business resources during year prior to separation date at JBLM
 - Boots to Business
 - SCORE
 - Washington PTAC

Small Business Entrepreneurship Workgroup



SUCCESS STORY TOLD BY:

SHEM ZAKEM

President

BETTERY

Small Business Entrepreneurship Workgroup



- What is BETTERY®?
- How we got here.
- Where we're going next.



Small Business Entrepreneurship Workgroup



PHIL POTTER

Director

Veteran Incubator for Better Entrepreneurship

University of Washington – Tacoma

www.tacoma.uw.edu

ppotter@u.washington.edu

Small Business Entrepreneurship Workgroup



- Acknowledge higher education involvement in entrepreneur preparation
- **Veterans Incubator for Better Entrepreneurship (VIBE)**
 - Advance Ecosystem thru Anchor (UWT) and Demographic (Vets)
 - Pre-Stage Startup Activity and Education
 - Mentor-Led Approach to Small Business Entrepreneurship Training and Incubation
 - “Team Sport, Spectator Sport and Contact Sport”
- **Y1 = 15 Students, 5 Startups, 3 Invest-Worthy, \$9M Cap**
 - White House, OSTP, Goldman Sachs, Techstars, UW BPC Finalist
- **Y2 = 25 Students, Network, Expansion, \$25M Cap**
 - Techstars PBC, Accelerator, Capital Networks, DoD Tech Transfer
- **Y3 = World Domination**
 - Growth, Job Creation, Location of Choice for Entrepreneurial Vets

Small Business Entrepreneurship Workgroup



RICK RAUSCHENBACH

Business Opportunity Specialist

Veterans Business Development Officer

U.S. Small Business Administration

www.sba.gov

frederick.rauschenbach@sba.gov



U.S. Small Business Administration

Small Business Entrepreneurship Workgroup



From Military Service to Business Ownership ...It Matters

- Post WWII, almost 50% of veterans launched businesses; similar trend following Korea
- Veterans are 45 % more likely to be self-employed than non-veterans
- “Can-Do” attitude (loyalty, dedication to mission, inventiveness, strong work ethic)
- Veterans represent 6% of the U.S. population, but account for 13.5% of U.S. small business
- In 1996, veterans founded 1 of 8 new businesses, 2014 veterans founded 1 in 20

Small Business Entrepreneurship Workgroup



● Veteran owned businesses...

- employ 5.8 million Americans, with wages in excess of \$210 billion
- Generate \$1.1 trillion in receipts, produce \$1.7 trillion in U.S. GDP
- Nearly 1 of 10 small businesses are owned and operated by veterans

Small Business Entrepreneurship Workgroup



SBA's Veterans Business Outreach Program (VBOP) and Resource Partners make Veterans a priority

- 3 “C’s and D” of the SBA
- Boots 2 Business
- Veterans Business Outreach Centers (VBOC)
- Service Core Of Retired Executives (SCORE)
- Small Business Development Centers (SBDC)
- SBA Loan Guaranty Programs

Small Business Entrepreneurship Workgroup



SBA Seattle District Office (SDO) FY 2013 Impacts

- Total Number of SBA Vet Loans : 66
- Total SBA Vet Loans in Dollars : \$23,119,000
- Total Number of 8(a) Firms : 132
- Total Number of Contracts Awarded: 60
- Total of Contract Dollars Awarded: \$47,600,000

Small Business Entrepreneurship Workgroup



GREG MOWAT

Veteran & Business Specialist

Tacoma/Pierce County

Chamber of Commerce

gregm@tacomachamber.org

Small Business Entrepreneurship Workgroup



Private Sector Entrepreneurial Resources:

- ❖ U. S. Chamber of Commerce
- ❖ Local Chambers of Commerce – Small Business mentoring
- ❖ National Veteran Owned Business Association
- ❖ Economic Development Boards & Councils
- ❖ The Kaufman Foundation – 1 Million Cups community forums
- ❖ The Freelancers Union
- ❖ Procurement Tech. Assistance Centers (Gov. Contracting)

Small Business Entrepreneurship Workgroup



How to Make the Small Business Entrepreneurship Ecosystem Veteran Ready?

Some Next Steps...

- ✓ Collect and track the relevant data
- ✓ Finalize the Veteran's Small Business Entrepreneurship Resource list and identify easy access points
- ✓ Spotlight Success Stories
- ✓ Champion the value of the small business entrepreneurship ecosystem for veterans and WA's continued economic success

IslandWood 2014 Military Families and Veterans Action Summit Update



MARTIN LEBLANC

**ISLANDWOOD SENIOR VICE PRESIDENT –
EXTERNAL AFFAIRS**

IslandWood 2014 Military Families and Veterans Action Summit



IslandWood 2014 Military Families and Veterans Action Summit



IslandWood 2014 Military Families and Veterans Action Summit



- **Sponsors**



IslandWood 2014 Military Families and Veterans Action Summit



- **Purpose**

- Convened by Senator Patty Murray (D-WA)
- Bring together non-profit, government, military, philanthropy, and academic leaders to develop collaborative solutions to military family and veterans issues
- Establish a clear definition of the true needs of veterans and families, create a model for a spectrum of support that leverages sector-specific strengths, and produce a plan to raise awareness among the public and decision makers about these critical issues

IslandWood 2014 Military Families and Veterans Action Summit



- **Sectors**

- Employment

- Education

- Military Families

- Outdoor Recreation and
Health

IslandWood 2014 Military Families and Veterans Action Summit

PANEL

August 5, 2014

2014 IslandWood Military Family & Veterans Action Summit

FORCES FOR CHANGE

a business perspective

COMMITMENT ACROSS BUSINESS LINES

What can we do for families of vets? Junior/Entry level to make a difference?

WORK FORCE PROGRAMS

RECRUITMENT

We want to HIRE 100K of Vets, 50%

SCREENING APPLICANTS

Good Fit? Prescreening vs Self-select

Time Commitment

Education

Employment

Family Support

intentional connection of resources & support

EDUCATION

GED in IT

BOUTIQUE TO SCALE

EMPLOYMENT

Funding Non Profits w/ proven programs

COMPANY CULTURE/IDENTITY

Retention

Long Term Interaction

10% of our staff = mil background

Commitment to Hire

Support M/F families in community

Ed + skills shadow

Boeing as System Integrator

Help create No Worry Doors!

#forcesforchange

How has your company changed to support & build collective impact?

EMERGING THEMES

- Raising Visibility
- Risk Taking
- Seed Capital
- Relationship Development
- Streamlining

- What is the common regional cohesion so we can work in a coordinated effort?

- Integration of efforts

- Connect resources to rise above noise

1 step by 100 people is better than 100 steps by 1 person

Who is it that I need to talk to? To maximize my own impact?

potential employees

Success? / efforts... What made them so?

National Points of Light = Blue Print for Success!

Thoughtful Funding - WHERE CAN WE MAKE BIG IMPACT? - ID INTERVENTIONS THAT CAN CHANGE OUTCOMES - HOW TO MEASURE LOVE IMPACT?

1 Established Proven & Sustainable + 2 Support emerging new ideas

CAN WE LEVERAGE ALL SPINNING

Family of Military Commitment

MORE SO WE ARE IN SAME DIRECTION

How Can We help the work rise above the noise? COMMUNITIES

new efforts

How can we help the work rise above the noise? COMMUNITIES

*Any assoc going somewhere else = RETAIN

We help with warm handshake to new location stores

* Build Career Beyond Study

LEARN THE SHARED LANGUAGE & INITIATIVES

CONTINUE TO PUSH FOR SUPPORT AT ALL LEVELS

Public Sector Survey Results



ANN REITER

**STATEWIDE HR PLANNING & STRATEGY
SPECIALIST, LEAD VETERAN
STRATEGIST**

**WASHINGTON STATE OFFICE OF
FINANCIAL MANAGEMENT**

Propose the conference be in conjunction with the September '15 Summit. So basically one, day or half a day of workshops with hiring managers and HR practitioners about hiring veterans.

Results Washington Update



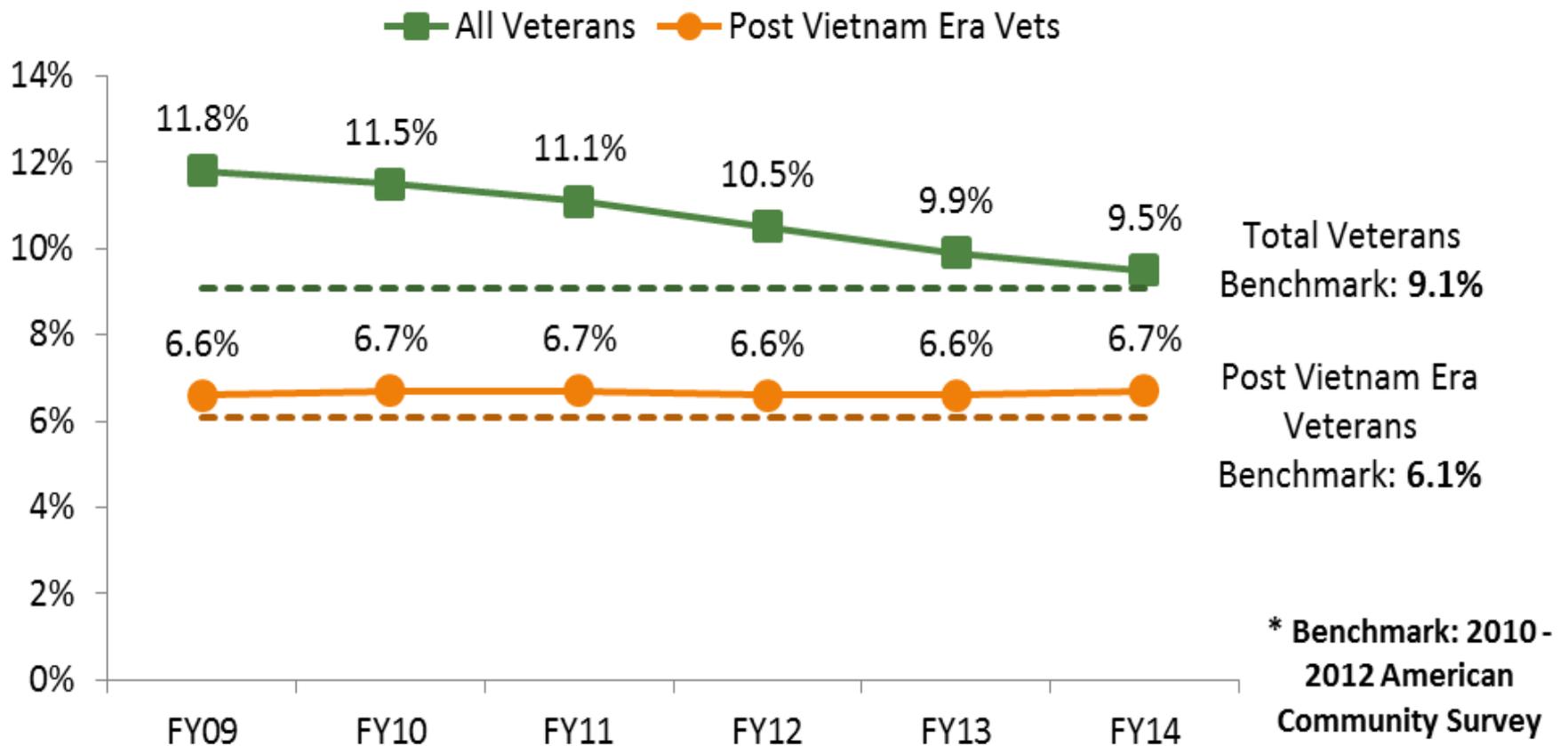
MARK SULLIVAN

**HR PLANNING AND PERFORMANCE
MANAGER,
WASHINGTON STATE OFFICE OF
FINANCIAL MANAGEMENT**

Veterans Employment in State Government



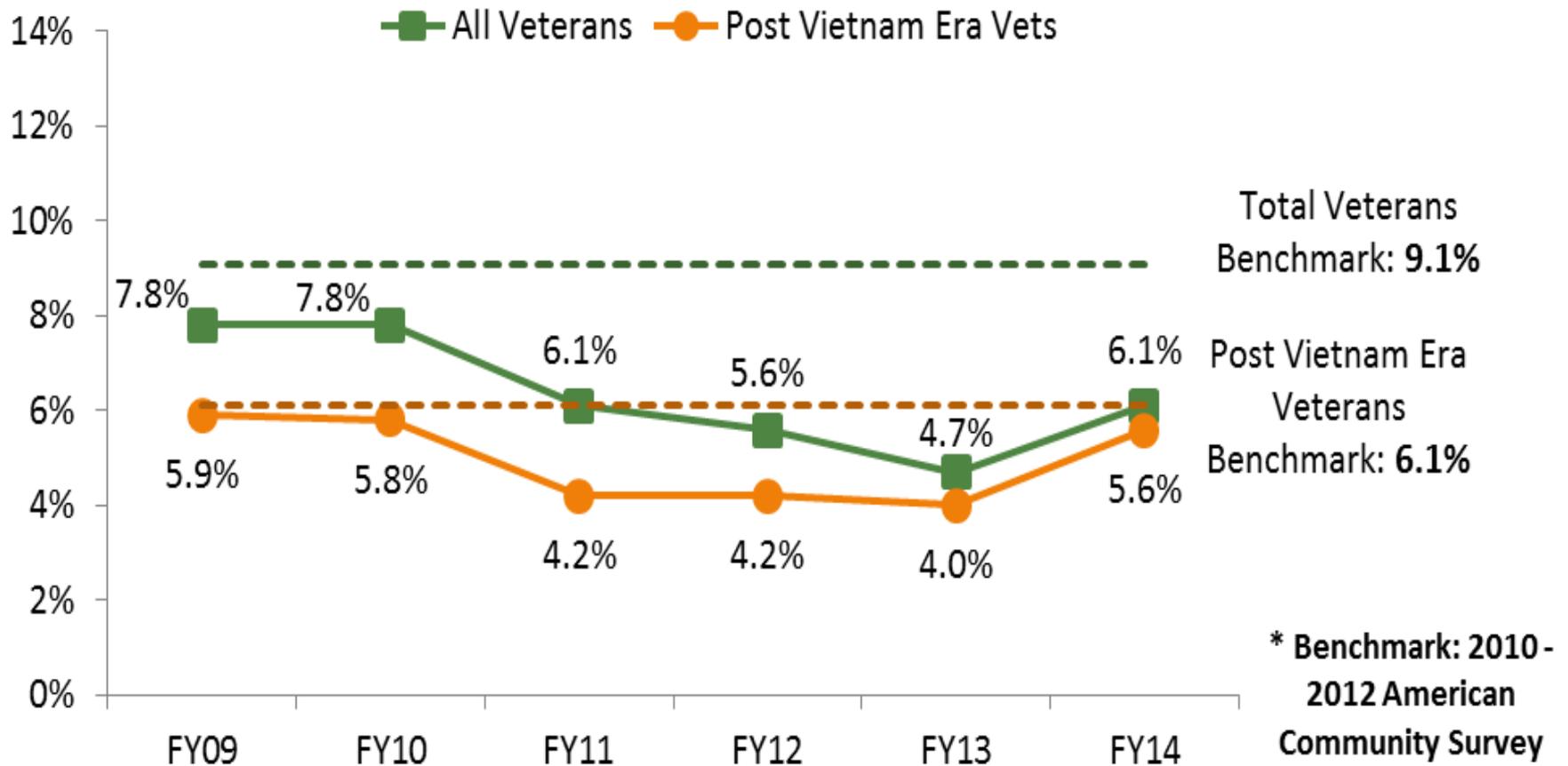
Post Vietnam Era Veteran levels have remained constant



Veterans Employment in State Government



Hires are on Track for Post Vietnam Era Veterans



WSMTC Webpage Update



HEIDI AUDETTE

**WA STATE DEPARTMENT OF
VETERAN AFFAIRS
COMMUNICATIONS DIRECTOR**

How to Find the WSMTC Webpage

<http://www.dva.wa.gov/>

The image shows the homepage of the Washington State Department of Veterans Affairs. At the top left, the logo reads "WASHINGTON STATE DEPARTMENT OF VETERANS AFFAIRS" with the slogan "Serving Those Who Served". To the right of the logo is a search bar with the text "Search" and a magnifying glass icon. Below the logo and search bar is a dark blue navigation bar with the following items: Home, Benefits, Homes, Cemetery, Women, Programs, Find It Fast, About Us, and Veteran Business. The "Find It Fast" menu is open, displaying a list of services: NEWS, PASSES, WSMTC (circled in red), DIRECTIONS, LICENSE PLATES, FIND DOCUMENTS, BROCHURE ORDER FORM, EVENTS/CALENDAR, VETERANS RECORDS, FEDERAL VA, and STATE, COUNTY, FEDERAL CONTACTS. A black arrow points from the "WSMTC" link to the "WSMTC" text in the footer. To the right of the "Find It Fast" menu is a sidebar with several sections: "CALENDAR / PUBLIC EVENTS" with a calendar icon showing the number 23, "LICENSE PLATES" with a car icon, "HOT TOPICS" with a newspaper icon, and "PTSD & COUNSELING" with a people icon. Below the main navigation bar is a large image of veterans saluting, with a play button icon at the bottom center.

WSMTC Webpage

WASHINGTON STATE DEPARTMENT OF VETERANS AFFAIRS

"Serving Those Who Served"

Search

Home Benefits Homes Cemetery Women Programs Find It Fast About Us Veteran Business

Home > About Us > Councils and Committees > Washington State Military Transition Council (WSMTC)

Washington State Military Transition Council (WSMTC)

WSMTC Vision:

The WSMTC creates enduring partnerships between public and private organizations that enables every service member to successfully transition into civilian employment and career opportunities in Washington.

The WSMTC Vision is closely aligned with [Results Washington](#) Goal 2 leading indicators:

- Increase Employment Rate for Veterans from 67% to 70% by 2015.
- Increase State Agency utilization of certified Veteran-owned small businesses to 5% by 2017.

Background:

In Feb 2010, the Washington Department of Veterans Affairs (WDVA) commenced a multi-year project to convince the DoD to develop a policy that makes transition participations mandatory 12

Contact Us

Frank O'Donnell
360-725-2237
Franko@dva.wa.gov

More Info

[Governor Inslee's Executive Order 13-01](#)
[VOW to Hire Veterans Act](#)
[JCS CORE Website](#)

WSMTC Documents

How to Find Historical Documents

Home > Find It Fast > Washington State Military Transition Council (WSMTC)

Washington State Military Transition Council (WSMTC)

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Increase Employment Rate for Veterans from 67% to 70% by 2015.

Increase State Agency utilization of certified Veteran-owned small businesses to 5% by 2017.

Background:

In Feb 2010, the Washington Department of Veterans Affairs (WDVA) commenced a multi-year project to convince the DoD to develop a policy that makes transition participations mandatory 12 months prior to separation and shifts the transition process from an output model (number of soldiers briefed) to an outcome model that results in specific achievements like receipt of employment, education, or VA benefit/entitlement.

In March 2010, the JBLM Commander offered to collaborate with the WDVA to develop an 18-month process map identifying a comprehensive list of actions necessary prior to release from action duty.

The [Transition Process Map](#) included tasks for the four tracks: 1) Employment; 2) Education; 3)

Contact Us

Frank O'Donnell
360-725-2237
Franko@dva.wa.gov

More Info

[Governor Inslee's Executive Order 13-01](#)
[VOW to Hire Veterans Act](#)
[JCS CORE Website](#)

WSMTC Documents

[Transition Process Map](#)
[WSMTC Meeting Slides 9 Sep 14](#)
[WSMTC Meeting Slides 3 Jun 14](#)
[WSMTC Meeting Slides 4 Mar 14](#)
[WSMTC Meeting Slides 3](#)

How to contribute to the WSMTC Website

The screenshot shows the Washington State Department of Veterans Affairs website. The header includes the logo, the slogan "Serving Those Who Served", and social media icons. A navigation menu is located below the header. The main content area displays the "Washington State Military Transition Council (WSMTC)" page, which includes a "Contact Us" section with the name Frank O'Donnell and a phone number. A red arrow points from the "Contact Us" section to the "Mailing Address" section. The "Mailing Address" section provides the address, phone number, and a link for disabilities. The "WDVA Twitter" section shows a tweet from @WDVA. The "WDVA on Facebook" section shows the Facebook profile page with 2,439 likes. At the bottom of the page, a link for "WDVA Contributor Log-In" is circled in red, with an arrow pointing to it.

WASHINGTON STATE DEPARTMENT OF VETERANS AFFAIRS "Serving Those Who Served"

Home Benefits Homes Cemetery Women Programs Find It Fast About Us Veteran Business

Home > About Us > Councils and Committees > Washington State Military Transition Council (WSMTC)

Washington State Military Transition Council (WSMTC)

Contact Us
Frank O'Donnell
360-735-3337

Mailing Address
Washington State
Department of Veteran's Affairs
1-800-562-2308
disabilities.

WDVA Twitter
Tweets Follow
WA Veterans Affairs @WDVA
Retweeted by WA Veterans Affairs

WDVA on Facebook
Washington State Department of Veterans Affairs
Like 2,439

Employment | Privacy Policy | Social Media Policy | About Us | Contact Us | Site Map | WDVA Employees Email | **WDVA Contributor Log-In**

WSMTC Webpage / Scroll to bottom / WDVA Contributor Log-In

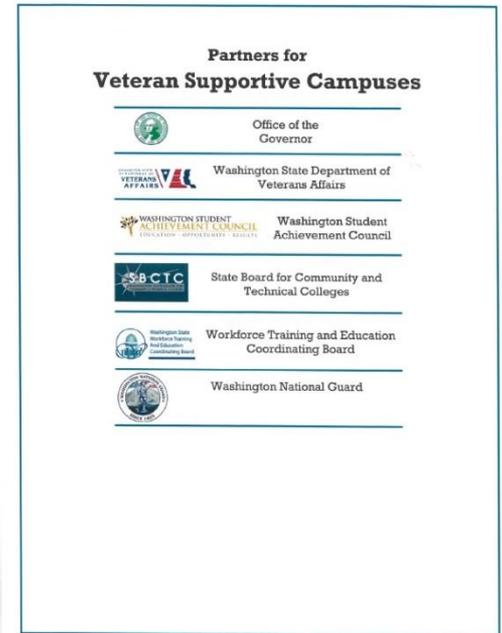
Limited contributor permissions to post documents.

Track Workgroup Co-Chairs request access through the WSMTC PM, Frank O'Donnell, franko@dva.wa.gov

Education MOU Update



- 21 Nov 2014 State Reception Room
- Memorandum of Understanding around supporting Veterans on our college and university campuses
- The MOU was signed by:
 - Governor Inslee
 - The Adjutant General
 - WDVA Director
 - Representative from Washington Student Achievement Council
 - Representative from State Board for Community and Technical Colleges
 - Representative from Workforce Training Education and Coordinating Board



Career & Technical Track Workgroup Update



MABEL EDMONDS

**DEAN FOR WORKFORCE & ECONOMIC
DEVELOPMENT,
CLOVER PARK TECHNICAL COLLEGE**



Prosperous
Economy

Career & Technical Track Work Group Update



World-Class
Education



- ◆ Recommended Communication Improvements
 - ◆ Interactive and tailorable mobile app for transitioning ServiceMembers with location-specific information
 - ◆ Cross-work group communications plan/method
 - ◆ WG outreach to Transition Assistance Program (TAP) classes
 - ◆ Increased participation by JBLM staff

- ◆ Sep 2015 Transition Event
 - ◆ Work to integrate Construction Apprenticeship Day

- ◆ Continue to leverage/expand existing programs
 - ◆ Construction industry
 - ◆ Aerospace Joint Apprenticeship Committee (AJAC) aviation programs
 - ◆ CREATES cyber programs

Employment Track Workgroup Update



LINDA NGUYEN

CEO, WORKFORCE CENTRAL

Higher Education Track Workgroup Update



CHAIR

SABRINA JONES

**DIRECTOR OF MILITARY PROGRAMS
CITY UNIVERSITY OF SEATTLE**

Prior Learning Assessment



- Existing Higher Education Workgroup issue – Assessing prior learning and skills from military service
- SB 5969 – What it does and what it means for WA State Higher Education
- 11.21.14 PLA conference summary



FY15 Way Ahead



MARY FORBES

**ASSISTANT DIRECTOR
WASHINGTON STATE DEPARTMENT
OF VETERAN AFFAIRS**

&

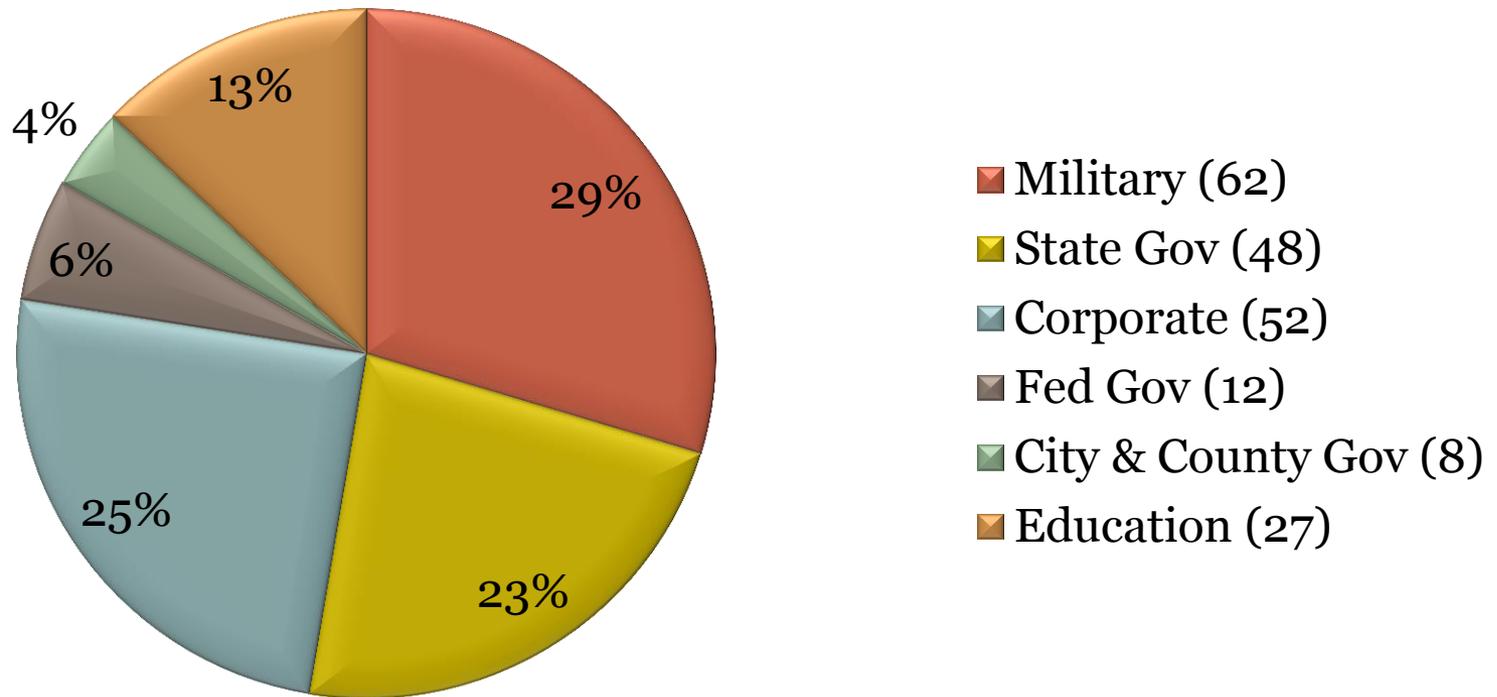
ROBIN BAKER

**TRANSITION SERVICES MANAGER,
JBLM**

WSMTC Composition



WSMTC - 210 Participants



Participants include the 4 Tracks WG members as well as individuals that attend the quarterly WSMTC meeting.

As of: 1 Dec 14
WSMTC sign-in sheet + 4 x WG Lists

FY15 Themes and Goals



Themes: Exploit the success the WSMTC achieved in 2014 and link the stovepipes across the state and other organizations. Measure results for informed decisions.

Goals:

1. Validate transition program activities as they relate to employment.
 - a) Launch and collect data pilot Mar – July 15
 - b) Data analysis Aug- Oct 15
 - c) Data results to support decision making by Nov 15
2. Expansion
 - a) Statewide inclusion
 - b) Sustainable legacy programs (C2C – VIP)
3. Synchronize Veteran/Military key events
4. Increase Awareness and Marketing

WSMTC Stakeholder Meeting



- 27 Jan 15
- Strategic Planning Committee and Advisory Group
 - Proof of concept of C2C pilot programs and how to make them permanent.
 - Expansion from South Sound to Statewide.
- Data Share Pilot discussion
- Need to meet in person, not conference call

Upcoming Meeting Dates



Put these dates on your calendar!

Time & Place will soon follow.

**Tuesday, December 16, 2014 (Strategic Planning
Committee WSMTTC AAR)**

Tuesday, March 17, 2015 (Yakima)

Tuesday, 21 July 2015 (Tacoma)

Tuesday, 17 November 2015 (Everett)

Looking for hosts in each location

WSMTC Logo



Public Comments & Announcements



Questions/Comments?



COL Chuck Hodges
Joint Base Commander
WSMTC Military Liaison

Mrs. Robin J. Baker
Transition Services Manager
JBLM

robin.baker@us.army.mil

253-477-4752

Alfie Alvarado
WDVA Director
WSMTC Co-Chair

Frank O'Donnell
WSMTC Project Manager

franko@dva.wa.gov

360-725-2237

FY15 WSMTC Meeting Timeline



WSMTC Date	Topic	Proposed Location	Advisory Group (formerly Legislative Committee) WSMTC – 2 wks	Strategic Planning Committee WSMTC – 7 Wks	Strategic Planning Committee AAR WSMTC +1 wk
17 Mar 15	C2C, WG Updates, Employment Security, Data Share way ahead	Yakima	24 Feb 15	27 Jan 15	24 Mar 15
21 Jul 15	WGs Update, Legislative results, Prep for Summit	Tacoma	7 Jul 15	5 May 15	28 Jul 15
Sep 15	Summit	JBLM	N/A	N/A	N/A
17 Nov 15	C2C, IslandWood, AAR, Data Share results, WG Updates	Everett	3 Nov 15	8 Sep 15	24 Nov 15