Today’s Agenda

- Welcome and Introductions
- Host’s comments
- Career / Technical Workgroup Update
- Small Business/ Entrepreneurship Workgroup Update
- Employment Workgroup Update
- Education Workgroup Update
- JBLM Transition Summit AAR
- C2C review and 2016 plans
- Data Share results
- ESD Update (What opportunities for Veterans)
- Round Table Comments
- Closing Remarks
Washington State Military Transition Council

QUARTERLY MEETING
TUESDAY, NOVEMBER 17, 2015
10:00 AM – 12:00 PM

OLYMPIC COLLEGE

BREMERTON, WA
Welcome

ALFIE ALVARADO-RAMOS
DIRECTOR – WASHINGTON STATE DEPARTMENT OF VETERAN AFFAIRS
&
CAPT BILL “FERRIS” BULIS
CHIEF OF STAFF,
NAVY REGION NORTHWEST
&
COL DANIEL MORGAN
JBLM BASE COMMANDER
Navy Region Northwest
Points of Contact

CAPT Bill Bulis, USN
Chief of Staff
william.bulis@navy.mil
360-315-5000

Ms. Karen Boeve
Family Readiness Program Director
karen.boeve@navy.mil
360-396-4401

Mr. Peter Harris
Region Work and Family Life Coordinator
peter.d.harris@navy.mil
360-315-5170
Hosts Comments

DR. DAVID MITCHELL,

PRESIDENT, OLYMPIC COLLEGE
Career / Technical Workgroup Update

CO-CHAIRS:

MABEL EDMONDS
DEAN WORKFORCE AND ECONOMIC DEV,
CLOVER PARK TECHNICAL COLLEGE
&

PETER LAHMANN
CHAIR – WA STATE APPRENTICESHIP
COORDINATORS ASSOCIATION
Goal #1 Increase access to high demand apprenticeship & training resources to meet WA state skill gaps

- Focus on Advanced Manufacturing, Allied Health, Construction, and Information Technology
- Build on VIE25 and identify existing federal/state programs that align to sectors
- Develop fact sheet for each sector; target audience is transition staff
Goal #2 Educate installation transition staff on focus opportunities from Goal #1

- Leverage MTC and state agencies to disseminate material
- Engage installation transition staff to ensure understanding of material
- Identify subject matter expert cadre available to support transition staff
CY-16 Goals

- Goal #3 Highlight individual success stories
  - Identify military Veterans who have been successful in focus program from Goal #1
  - Develop public affairs marketing material to supplement initial marketing material
  - Add success stories to VIE25 and Career Pathways sites, ideally as video clips
CTT WG Success Stories

- Oct 23 WG identified/escalated emergent VBA education policy advisory affecting Veterans in higher education flight training programs.
  - Oct 30 SBCTC Executive Director formally addressed issue to VBA stating, “We believe the current version of the advisory will have a negative impact on pilot safety, opportunities for veterans, and Washington's aerospace industry.”
- Sub-groups mapping programs that build on VIE25 in support of Goal #1
- WG leadership team briefed JBLM SFL-TAP staff on VIE25 Nov 12
Our Ask

- Professional production of fact sheets in support of goals
- Professional public affairs and production support for success story profiles in both hard copy and video formats
Small Business Entrepreneurship Workgroup

CO-CHAIRS:

CHERYL FAMBLES
CEO – PACIFIC MOUNTAIN WORKFORCE DEVELOPMENT
&

NANCY PORZIO
DISTRICT DIRECTOR – SBA SEATTLE DISTRICT OFFICE
Employment Track
Workgroup Update

CO-CHAIRS

SHELLIE WILLIS
MILITARY WORKFORCE DEVELOPMENT MANAGER
CAMO2COMMERCE/ RALLY POINT 6

&

RICH GARMONG
BUSINESS OUTREACH COORDINATOR
KING COUNTY VETERAN’S PROGRAM
Employment Track Committee Updates

1. Website Presence and Functionality

- Develop a map that shows all of the counties that can be clicked on to display (1) a calendar of all career/hiring fairs in that local area and (2) information on the endorsed career/hiring events – can use the 12 Workforce Development Council areas as a way to organize this information. Allow partners to update and populate this calendar.

  - A design team can be formed to help design this functionality
  - Locate this map on the WDVA site but have the link be very obvious on the main page – right now you have to really dig to find the link to the employment track committee’s information
  - Locate retention training videos on the WDVA site for businesses to access at any time
  - Locate this map and videos on WorkSource WA as well
Employment Track Committee Updates

2. Service Member Transition Training and Retention Training for Businesses:

- Funding and other resources to sustain and increase capacity of the Northwest Edge Plus Program on JBLM and to replicate it widely statewide.
- Coordinate (s) to recruit trainers, provide trainer training, using the train the trainer curriculum and manage the overall replication statewide – build in quality assurance processes.
3. Retention Training for Business

- Coordinator(s) to develop and manage an outreach plan to engage businesses statewide, identify trainers, and train the trainers – build in quality assurance processes for train the trainer piece.

  - LVERs across the state are core partners in reaching out to businesses and can participate on the trainer team
  - Outreach strategies need to include messages that mitigate business perceptions that veterans are a liability because they suffer from PTSD related issues
Higher Education Track Workgroup Update

CO-CHAIRS:

DAVID MILLET
DIRECTOR FOR THE VETERANS RESOURCES CENTER,
EASTERN WASHINGTON UNIVERSITY

&

MIKE FARNUM
DIRECTOR OF MILITARY OUTREACH,
PACIFIC LUTHERAN UNIVERSITY
Higher Education Track Workgroup Update

CY 15-17 Goals

- Develop communication plan
  a. Multimedia platforms
  b. Leverage existing sites
  c. Resource at Ed Centers
  d. “Google Analytics”

- Expand NW Edge State Wide
  a. Curriculum Format
  b. Other installations
  c. Pilot at Fairchild AFB

- Funding for Viable Website
  a. DoE Grants
  b. State Funding
  c. Private Funding
  d. Combination

- Legislative Input/Updates
  a. Provide better support
  b. PLA & Transfer Credits
  c. Waivers
Education Resources

**EDUCATION PROGRAMS**

- Higher Education Resources
  - Explore education resources available in Kansas.

- Kansas Colleges & Universities
  - Find out which Kansas colleges and universities are near you.

- Search for Schools by Occupation
  - Search for Higher Education Programs by your Occupation or Occupational Interests.

- WorkforceAID
  - WorkforceAID serves as a valuable tool in Kansas, as veterans and employers are connected throughout the training process.

- Kansas National Guard Education Resources
  - Learn about educational resources and support provided by the Kansas National Guard.

**EDUCATION ASSISTANCE**

- Expand

  - Request a copy of your DD214 Form
  - View a list of Veterans' Services Pages for Kansas Public Colleges and Universities
  - Find Kansas Public Universities and Community / Technical Colleges
  - Apply for the Kansas Military Service Scholarship
  - Find Educational Resources for Kansas National Guard Veterans
  - See the residency requirements for Veterans, active military and their families
  - Learn about the education and training opportunities for Veterans provided by the Kansas Small Business Development Center
Education

MDVA’s Higher Education Veterans Program staff are ready to assist Veterans and eligible family members with accessing the right benefits, school and programs. For more information on the campus Rep Regional Coordinator Program and Veteran education benefits visit our Veteran Support Portal.

New education benefits, including the post 9/11 GI Bill and sustained deployments have dramatically increased the number of Veterans attending college in recent years.

- Federal GI Bill
- Higher Education Veterans Programs
- Minnesota GI Bill
- On Campus Resource Centers
- State Approving Agency
- Surviving Spouse & Dependent Education Benefit
- Veteran Education Assistance
ROBIN BAKER

EDUCATION SERVICES OFFICER, JBLM
Washington Service Member For Life Transition Summit

22-24 SEP 15
JBLM/Washington State Service Member for Life Transition Summit spanned 22-24 SEP 15. The summit brings 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.

Day3 – Transition/Education/Apprenticeship/Small Business Fair: Connect participants with employers, schools, trades, and small business resources; facilitate hiring and educational enrollment.

Distinguished Visitors in Attendance (partial list)
- Washington Governor Jay Inslee-Video
- Sen Patty Murray- Video

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
- Ms. Karen Perkins, IMCOM G-1
- SGM Lon Culbreath, IMCOM G-1
- LTG(R) Ferriter

Outcomes
- JBLM Partnership announcements with Schultz Family Foundation’s Onward to Opportunity, Veterans Industry Education (VIE 25) and Power Pathways; Perspectives of Transition from Senior Leaders; Transition perspectives from the National Level; LTG(R) Ferriter keynote address – Over 1000 were in attendance.

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 – over 1800 were in attendance.

Featured nearly 900 representatives from 300 companies and institutions of higher education who provided services for over 3000 transitioning Service Members and countless networking opportunities for everyone present.

Initial Survey of Employers Indicates: Job seekers asked to apply online: 7,950 Resumes accepted: 2,003 Interviews on site: 2,472 Job offers extended at fair: 161

WA DSHS and Shell interviewed for and offered an additional 70 positions on Friday, 25 SEP 15.
Day 1 –
National/Regional Senior Leader Focus
American Lake Conference Center

Goal - Highlight National and State transition initiatives, provide forum to share information, gain senior leader support for transition both on and off the installation

- 0900 – 1245 National/State Programming: Registered – Over 1200 (Including Senior Leaders) – Over 1000 attended
- 0800-0900 – Breakfast/Registration
- 0900-0905 – Opening Remarks – MG Fuller – I Corps DCG
- 0905-0910 – Video Message from Senator Murray and GOV Inslee
- 0910-0920 – Onward to Opportunity Initiative Announcement
- 0920-1010 – Employer Panel (National Employers)
- 1010-1015 – Job Offer (Starbucks)
- 1010-1020 – Keynote – COL(R) Howe
- 1020-1025 – Veterans Industry Education 25 (VIE 25) Initiative Announcement
- 1030 – 1105 - State Panel (WDVA, ESD, SBCTC, Commerce, DSHS)
- 1105 – 1110 – Power Pathways Initiative Announcement
- 1110-1115 – Job Offer (State Agency - WDVA)
- 1115-1200 – National Panel (DoD, VA, Labor, SBA and Soldier for Life)
- 1200-1215 – Senior Military Keynote LTG(R) Ferriter
- 1215-1245 - Lunch

1300 – 1600 Break Out Groups: Registered - 272 (Includes 61 military leaders)

- Senior Military Leader Transition Briefing – Hosted at American Lake
- WA Transition Council Workgroup Meetings (Small Biz, Employment, Higher Ed, and Career Technical) – Hosted at American Lake
- VIP Tour

1600 – 1800 Reception at American Lake: 402 attendees
Day 2 –
Industry Focus

**GOAL:** Prepare, Educate and Link participants to resources to be successful in the different industry sectors whether their goal is employment, education, technical training or small business

7 Sectors Represented: Public Service & Government; Information & Communication Technology; Healthcare (Life Science and Global Health), Clean Energy, Construction & Technologies; Advanced Manufacturing (Aerospace and Agriculture); Maritime, Transportation & Logistics


Locations: ALCC, Carey Theater, Evergreen Theater, French Theater, McChord Theater, McChord Collocated Club, Washington Army National Guard Readiness Center

0930 – 1230: Sector Panel

* 30 mins – Sector Overview
* 45 mins – Employer Panel
* 45 mins – 4 Tracks
* 45 mins - Networking
* 1230 – 1330 Lunch Break In Place (Food Trucks)

1330 – 1500: Job Preparation Workshops hosted by National Partners: 938 attended
Day 3 –
Transition Fair
Hangars 9&10 - McChord

Goal- Connect participants with employers, schools, the trades and small business resources with the ultimate goal of employment, enrollment in educational programs and the successful start of a small business

Result: Over 3,000 participate for day 3 (2,622 of which were clients, the remainder were exhibitors, leaders, and stakeholders)

2 Hangars including Employers, Educational Institutions, Apprenticeships and Small Business Support

* 0930-1045 Session One Panel
* 1100-1330 Group One Attends Career, Education, Apprenticeship, and Small Business Fair
* 1200-1300 Lunch (food trucks)
* 1200-1315 Session Two Panel
* 1330-1600 Group One Attends Career, Education, Apprenticeship, and Small Business Fair

• Initial survey of results from employers present indicates: Job seekers asked to apply online: 7,950
  Resumes accepted: 2,003 Interviews on site: 2,472 Job offers extended at fair: 161

• WA DSHS and Shell Oil conducted hiring events at Hawk Transition Center on Friday, 25 SEP; DSHS conducted 100 interviews and made over 60 tentative job offers, Shell tested 10 potential employees.
Contact Information

Lt Col John (Andy) McQuade
Joint Base Deputy Chief of Staff
253-477-1023/253-318-1323

Robin Baker
Transition Services Manager, JBLM
253-477-4752/253-686-0105
robin.j.baker10.civ@mail.mil
Camo2Commerce Update

SEAN MURPHY
Camo2Commerce Project Director
Camo2Commerce

By the Numbers:
- 878 Enrollments
- 565 Placements
- 85.73% Placement Rate
- $27.46 Per Hour Average

2016 Trainings:
- Heroes Corporate Fellowship Program
- Utility PowerPathway
- Law Enforcement Academy

Over $27,000,000 in economic benefit generated from estimated annual income of Camo2Commerce positive placements.
2016 Planning

- Continued Service Delivery with the C2C Model
- Strengthen the Current System with Additional and Integration of DW and DVOP/LVER
- Sector Based Strategy
- Complete Asset Map/Desk Guide for WA
- Addition of Spouses
ESD Update (What opportunities for Veterans)

KELLY LINDSETH
DEPUTY DIRECTOR, WORKFORCE & CAREER DEVELOPMENT DIVISION (ESD)
New Engagement Strategy for Transitioning Service Members

- Revamping processes to boost value for transitioning service members (TSMs)
  - All TSMs remaining in WA will be registered in our new Monster-powered system and will receive a “warm handoff” to the DVOP at their destination
  - TSMs leaving state will be given contact information for their gaining job center and the gaining job center will receive an e-mail or phone call announcing the TSM’s arrival
- Promotes connecting with the TSM at the point that they’re ready to engage
- Mitigates effects of “information overload”
- Launching at JBLM with plan to expand statewide
Update on Monster Solution Timeline

- New Workforce Integrated Technology solution enhances matching of employers to veterans
  - Veterans will be more easily identified by employers
  - Veterans microsite provides a military skillset-to-civilian occupation crosswalk
  - Employers can earmark job openings for “Veteran Preference”

- New implementation estimate: late-January 2016 (delayed due to underestimate in scope of data migration requirements)
Coming soon to a device near you.

WorkSourceWA.com

WorkSourceWA.com will replace Go2WorkSource.com beginning in 2016.

Employers will experience vastly improved recruitment tools:
- All the power and industry-leading expertise of Monster.com
- Free job posting and applicant matching
- Ranking and side-by-side comparisons of applicants
- Access to the largest talent database in the state

Job candidates will find:
- Thousands of jobs
- A new and improved resume builder
- Advanced job-search tools to find jobs more easily
- Occupational data to help you make informed career decisions.

WorkSourceWA.com
POWERED BY MONSTER AND YOU
**Veterans’ Service Programs: Data Evaluation Plan**

Preliminary Results presented to:
Washington State Military Transition Council
17 November 2015

Dave Coughran
Statewide HR Planning & Strategy Specialist
Washington State Office of Financial Management | State HR Division
3rd floor RAAD Building | 128 10th Ave SW | PO Box 47500 | Olympia, WA 98504
(360) 407-4145 | dave.coughran@ofm.wa.gov
Today’s Purpose & Agenda

- Program Goals & Outcomes
- Camo2Commerce (Preliminary Results)
- Methodology
- Issues & next steps
The goal of this project is to develop a centralized database and framework to answer the following research question:

- **What impact are our transition programs having on veterans who separate from the military?**

With this information, it is possible to perform cost benefit analysis on the those programs supported by state, public, and private institutions.

The outcome is that the state is able to analyze its programs, determine comparative advantage, and better allocate resources.
CAMO2COMMERCE

- Has generated over $11.7 M in economic activity within the state of Washington
- Provided $1,168,920 in state revenue
- Saved the US Government and Military $1,367,400 in decreased UCX claims*
- Saved the US Government $106,000 in decreased UCX payments*
- Has a greater impact than a Baccalaureate degree within certain subsections of the transitioning population
Data Analyzed (Wage & UCX):

- **(DVA) DD-214 Data**
- **(JBLM) ACAP XXI Data**
- **(Pentagon) DMDC DRS Data**: Age, ethnicity, MOS, DOD Occupation Code, Gender, Marital status, Education, Inter-service separation code, character of service, Guard/Reserve, Transitional Track

47,000 records

**Wage & UCX Data**
- 18,000

**Normative Wage & UCX Data**
- 16,000

**No Wage & UCX Data**
- Federal work, moved to other state(s), Guard/Reserve transition, not in labor market, still serving, spouse of military member

**Distribution Tails**
- Wage>120K or Wage<16K

- “ACT TRANS” 8,000
- “RES MASTER” 8,000

- **USABLE** 4,424
- **Pre-Sep** 3,576

Wage data is from time period before separation. These are part time jobs worked while in the military. Pulls estimates down.

Transitioned to guard or reserve after active duty and separation date not on hand. Significant because approximately 30% of service members work a second job while in the service. Pulls estimates down.

November 18, 2015
# Summary Statistics

## Wage & UCX Data

<table>
<thead>
<tr>
<th></th>
<th>Population</th>
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</thead>
<tbody>
<tr>
<td>Time to find the First Job</td>
<td>1.95 quarters* (6 months)</td>
</tr>
<tr>
<td>Salary of First Job</td>
<td>$32,537.50 per year</td>
</tr>
<tr>
<td>Average Salary</td>
<td>$36,949.33</td>
</tr>
<tr>
<td>Time to find High Paying Job</td>
<td>4.37 quarters (~13 months)</td>
</tr>
<tr>
<td>Salary of High Paying Job</td>
<td>$45,307.30</td>
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</table>

- Living wage calculated by MIT Department of Urban Studies & Planning
- Assumes single income supporting a family of four with two children
- Average of Pierce & Thurston County

Living wage of $47,000 per year*
**Camo2Commerce Statistics**

### Wage & UCX Data

<table>
<thead>
<tr>
<th>Category</th>
<th>Description</th>
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</thead>
<tbody>
<tr>
<td>Time to find the First Job</td>
<td>-1.5 quarters (-4.5 months)</td>
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<tr>
<td>Salary of First Job</td>
<td>+$7,000 per year</td>
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<tr>
<td>Average Salary</td>
<td>+$5,800</td>
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<tr>
<td>Time to find High Paying Job</td>
<td>-3.25 quarters (-~10 months)</td>
</tr>
<tr>
<td>Salary of High Paying Job</td>
<td>No statistical difference</td>
</tr>
</tbody>
</table>

- **Controlled for:** officer-NCO/soldier, education, minority status, age, gender, marital status, and honorable discharge.

### Economic Activity Generated

- $20,400 difference per program participant
- At 573 placements, $11.7M in economic activity
- 10% returns to WA in tax revenue (retail, gas, utility, property)
- $1,168,920 in additional WA state tax revenue

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November 18, 2015
Camo2Commerce & UCX*

+129 service members off UCX
- Average veteran draws 20 weeks at $530 per week (E4/E5)
- Savings of $1,367,400

-1 month in UCX benefits drawn
- Approximately 50 C2C participants drew UCX
- Savings of $106,000
Probability of finding a job that pays >$40K a year in 13 months after transition: ~40%

(genderless veteran, E5+, 26 years old+, White (non minority), Bachelors Degree, not divorced, not disabled, Honorable Discharge)
CAMO2COMMERCE

• Has generated over $11.7 M in economic activity within the state of Washington
• Provided $1,168,920 in state revenue
• Saved the US Government and Military $1,367,400 in decreased UCX claims*
• Saved the US Government $106,000 in decreased UCX payments*
• +$2.6 M in fungible dollars
• Has a greater impact than a **Baccalaureate degree** within certain subsections of the transitioning population
Remember, this is only a tool!

ISSUE: Lack of data on Navy, Air Force, Marines, & Coast Guard

Who is next? (NW Edge)

Perform similar analysis with educational outcomes

Spur creativity!!!

November 18, 2015
### Data On-Hand

X - Denotes data that can be cross referenced with ESD wage data (as of 17 November 2015)

<table>
<thead>
<tr>
<th>Transition Population*</th>
<th>Records &amp; Data Available</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015 to date</th>
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<td><strong>COAST GUARD</strong></td>
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<td>Personnel Records (DMDC DRS)</td>
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853 per year

2,002 per year

7,968 per year

* 2013 Numbers reported by December 2013 MTC Meeting Notes
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* 2013 Numbers reported by December 2013 MTC Meeting Notes

**November 18, 2015**
Issues & Next Steps

» Remember, this is only a tool!

» ISSUE: Lack of data on Navy, Air Force, Marines, & Coast Guard

» Who is next? (NW Edge)

» Perform similar analysis with educational outcomes

» Spur creativity!!!
Round Table Comments

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