



Department of Labor

Veterans' Employment and Training Service (VETS)

Military to Mariner Workshop

Hosted By The

US Committee on the Marine Transportation System

April 24, 2015

Terry Gerton

Deputy Assistant Secretary (Policy)

Preparing Veterans for Better Jobs



VETS Mission

Veterans

We **prepare** our separating service members to transition from the military to the civilian workforce

We **provide** our veterans with the critical resources, expertise, and training to assist them in locating and obtaining meaningful careers

We **protect** the employment rights of the men and women who serve this Nation

Employers

We **promote** the hiring of veterans through outreach to and partnership with employers



Transition GPS / TAP

Transition Assistance Program

The services, training, tools and support a transitioning service member needs to meet career readiness standards.

Pre-Separation Counseling (DoD)

- 12-18 months prior / - 24 months (retirement)

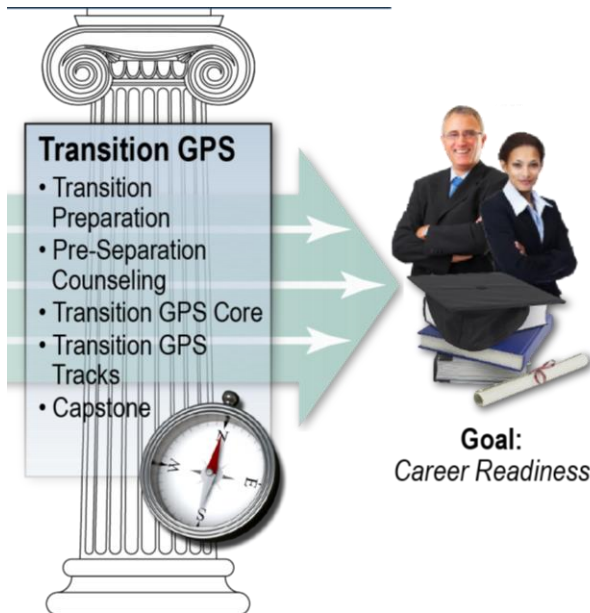
Core Curriculum:

- Resilient Transitions (DoD)
- MOC Crosswalk (DoD)
- Financial Planning (DoD)
- **Employment Workshop (DOL)**
- Benefits Briefing (VA)

Specialized Tracks

- Career Technical Training (DoD)
- Assessing Higher Education (VA)
- Entrepreneur (SBA)

Capstone





Transition GPS / TAP

DOL Employment Workshop

Consist of 7 main sections:

1. Transition Planning
2. Career Exploration and Validation
3. Job Search Planning
4. Building an Effective Resume
5. Federal Hiring and Federal Resumes
6. Interviewing Skills
7. Post-Interviewing Analysis

Key points:

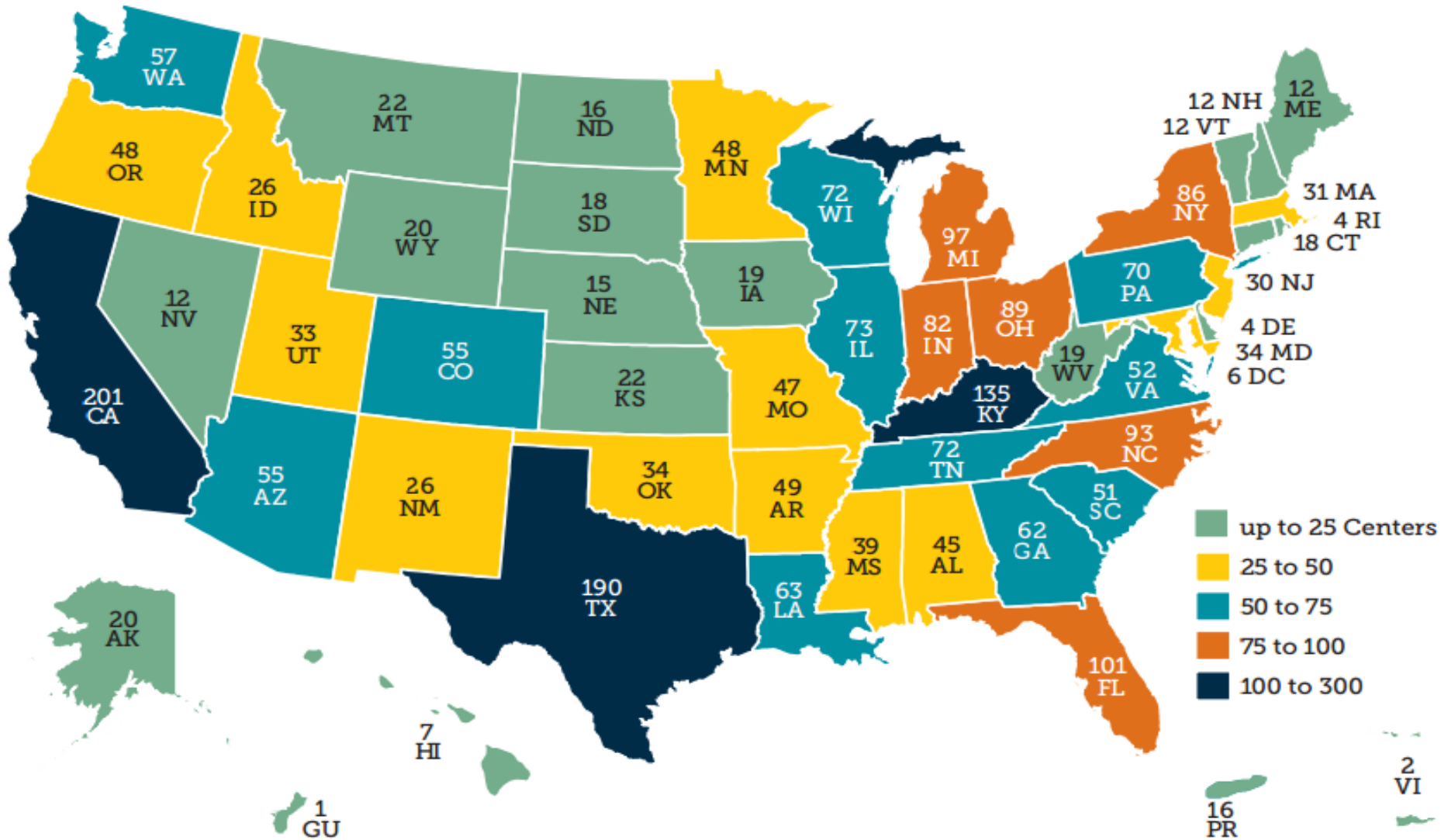
- Focused on mechanics of getting a job
- 3-days/class size: max 50
- Tangible products:
 - Individual Transition Plan
 - Skills assessment/Job search
 - Resume/Cover Letters
- FY 14
 - 6,697 workshops
 - 207,000 participants
- Curriculum on-line
 - www.dol.gov/vets/programs/tap

Participant post-assessment survey results indicate that the Employment Workshop is enhancing transitioning service members' skills and confidence in their transition planning.



American Job Centers = 2,473

www.servicelocator.org





American Job Center (AJC) Job Seeker Services

- ❖ **Veterans** receive **priority of service** at all Department of Labor employment and job-training programs, including AJCs
- ❖ **Post-9/11 Era Veterans** are eligible to receive **Gold Card services** (6 months)
- ❖ **Dislocated Workers:** Service members with a separation date may qualify for dislocated worker programs operated by AJCs

Core Services

- Determination of eligibility for services
- Outreach, intake and orientation
- Initial assessment of skills, abilities, aptitudes and service needs
- Job search and placement
- Provision of workforce information
- Job placement follow-up

Intensive Services

- Comprehensive and specialized assessments of skills and service needs
- Development of individual employment plans
- Employment counseling and career planning
- Case management
- Prevocational or pre-training short-term skill development services

Training Services

- **Occupational skills**
- **Skill upgrading and retraining**
- **On-the-job training**
- **Workplace training combined with related instruction**
- **Entrepreneurial**
- **Job readiness training**
- **Adult education and literacy**

❖ *In FY 14 DOL served approximately 17 million participants, including 1.2 million veterans*

❖ *450,000 veterans who were unemployed at the time of their participation found employment within 90 days of program completion*



American Job Center Employer Services

- **Workforce information**
- **Job description writing**
- **Posting of job openings**
- **Reviewing applicants' resumes**
- **Organizing job fairs**
- **Skill upgrading and career ladders**
- **Places to conduct interviews**
- **Pre-screening of job applicants**
- **Assessment of applicants' skills**
- **Referral of job-ready candidates**



Opportunities to minimize and fill qualification gaps

- **Minimizing Gaps – Ensuring credit for competencies gained through military experience and training**
 - National Governors’ Association pilot under the VOW Act
 - Six states looked at their licensing requirements for civilian occupations having close military counterparts
 - Report is expected this summer
 - Promote awareness of tools to help service members and employers match military experience to civilian jobs (e.g., <http://www.careeronestop.org/ReEmployment/veterans/default.aspx>)
 - Encourage alignment between military training & experience; service documentation of such training & experience; and the qualifications & credentials required for civilian occupations. Common language is important.

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Opportunities to minimize and fill qualification gaps

- **Filling Gaps – Programs that support training for Service Members, Veterans, and Employers**
 - Registered Apprenticeships – Training and a job
 - Provides skills training for workers & skilled employees for employers
 - Workforce Innovation and Opportunity Act (WIOA)
http://wdr.doleta.gov/directives/attach/TEN/TEN_29-14_Change1_Acc.pdf
 - Updates the nation’s public workforce system; NPRMs issued 4/16/15
 - Provides training support for dislocated service members via AJCs
 - Expands Dislocated Worker training grants in areas with high demand from dislocated service members (e.g., transitioning due to draw-down)
 - Spouses of active duty members eligible for Dislocated Worker support
 - DOL funds programs that support local skills training
 - Local Workforce Investment Boards (WIB) prioritize DW and similar funds based projected job demand and availability of suitable training; effective engagement between the WIBs and employers is essential

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U.S. Department of Labor (DOL)



American Job Centers
www.servicelocator.org

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Training Service (VETS)
www.dol.gov/vets

Veterans' Employment Center
www.ebenefits.va.gov/jobs

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