

Texas Military Forces Joint Family Support Services

Employment Initiatives
"Texans helping Texans"



TEXAS MILITARY FORCES

DUAL MISSION SETS

“Provide Deployable and Diverse Ready Trained Forces”



To State Agencies to conduct DSCA and to the Citizens of Texas to conduct HA/DR.

FOR the GOVERNOR

- Defense Support to Civil Authorities (DSCA)
 - Homeland Defense
 - Homeland Security
 - Border/Shores/Highways
 - Rabies Eradication
- Humanitarian Assistance/ Disaster Relief (HA/DR)
 - Hurricanes, Floods, Fires
- Medical Support to Border Area--OLS
- Assisting At-Risk Youth Programs
 - Challenge/Star Base



To the Combatant Commanders to conduct Full Spectrum Operations.

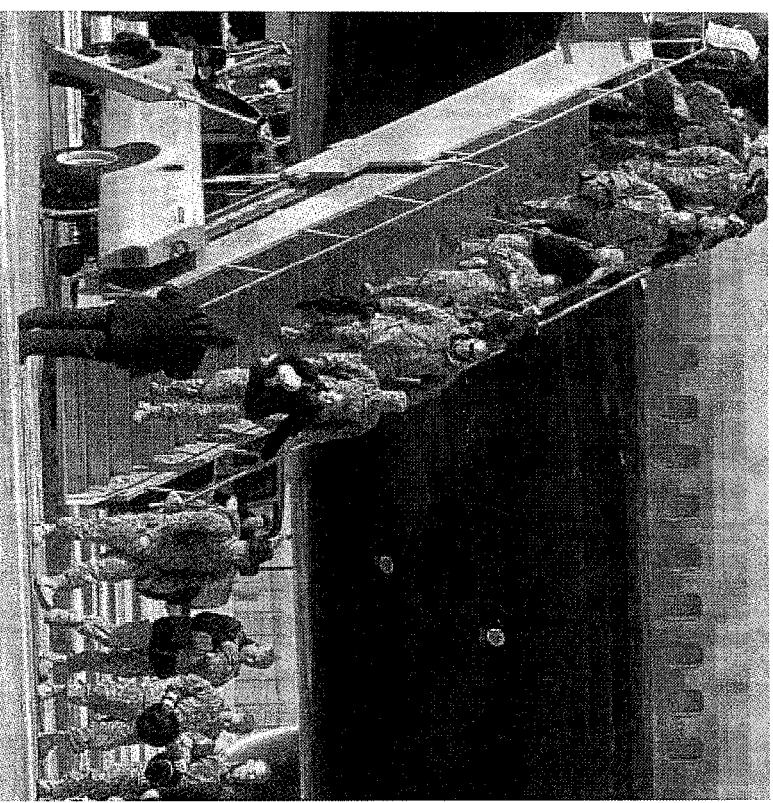
FOR the PRESIDENT

- Homeland Defense
- Augment Combatant Commands
 - CENTCOM
 - PACOM
 - EUCOM
 - NORTHCOM
 - SOUTHCOM
- Counterdrug Program
- Peace Prairie (Singapore)
- Czech Republic Partnership
- Chile Partnership



Veterans Employment

- According to post deployment surveys conducted by the Behavioral Health Team the top geographic and familial issues affecting Soldiers and Families are:
 - Relationship Problems
 - Finance/ *Career Struggles*
 - Depression
 - PTSD
 - Drug/Alcohol Abuse
 - Suicidal Ideation



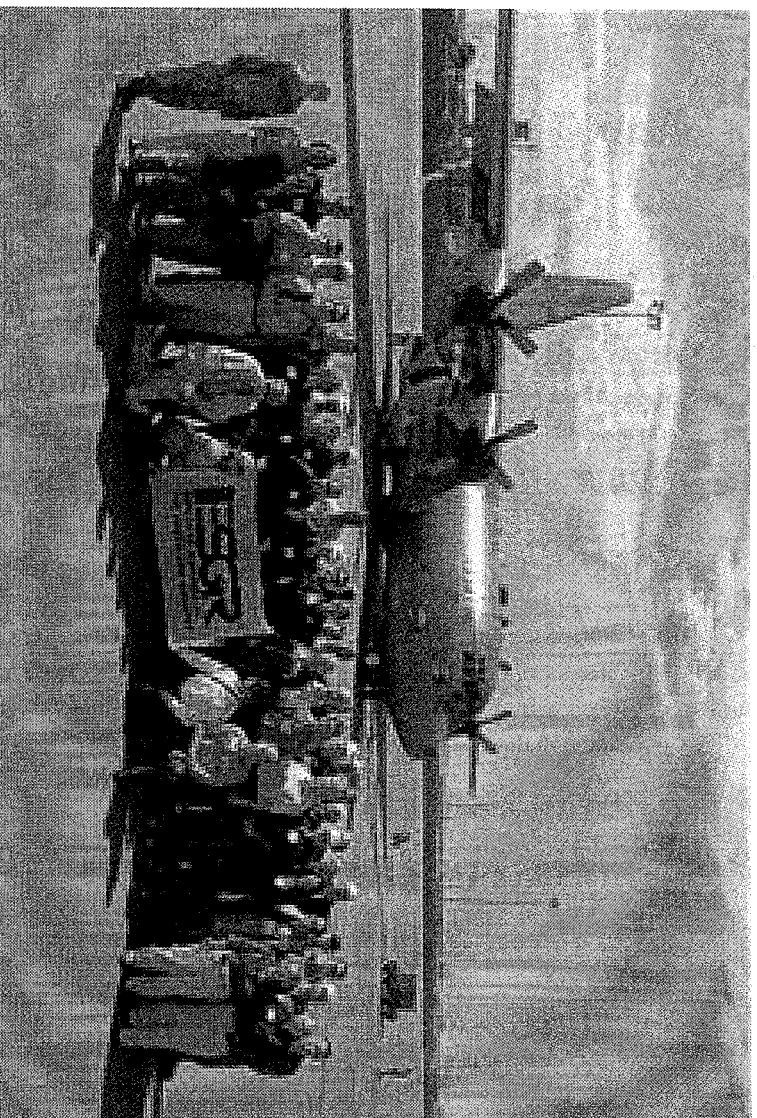
Veterans Employment

- Employment ranks #2 on individual and familial issues reported by returning Soldiers
- Employment can greatly affect the other issues and how the Soldier deals with them
 - For example, without a job, the Soldier cannot provide for his family which can lead to divorce, depression, drug/alcohol abuse.
 - Lack of employment for a Soldier with PTSD can greatly exacerbate his or her stress



Employer Support for the Guard and Reserve (ESGR)

- ESGR is a Department of Defense organization providing special services to the members of the Guard and Reserve and their employers.



Texas National Guard and Reserve Component Units
As of December 2009
Source: U.S. Department of Defense

Assigned strength of National Guard and Reserve Component units in Texas, as of December 2009: 56,506

Air National Guard	Army National Guard	US Air Force Reserve	US Army Reserve	US Navy Reserve	US Marine Reserve	US Coast Guard Reserve
3,171	19,307	6,284	18,587	5,742	3,026	389

Between September 2001 and December 2009, 72,922 members of the National Guard and Reserve Component Commands of Texas have been deployed for one or more overseas tours of active duty. Deployments by component are as follows:

Air National Guard	Army National Guard	US Air Force Reserve	US Army Reserve	US Navy Reserve	US Marine Reserve	US Coast Guard Reserve
5,500	23,466	14,986	22,104	1,567	5,299	956

FY Year	Total Number of Cases	Termination Cases	Terminations Referred to DOL	Termination Cases Resolved Successfully	Overall Success Rate
2010	155	58	6	90%	92%
2009	164	64	7	89%	94%
2008	158	38	2	95%	93%
2007	169	23	4	83%	92%
2006	221	52	4	92%	90%
2005	261	40	4	90%	93%

The following information was obtained by Texas ESGR Committee staff members during pre-deployment Soldier Readiness Processing (SRP) of the 72nd Infantry Brigade Combat Team (IBCT) members, Texas Army National Guard in 2009:
 Number of officers and enlisted personnel processed: 4,130
 61% stated they were gainfully employed or self-employed
 24% claimed to be unemployed
 15% indicated they were full-time students

Texas Military Forces

Joint Family Support Services Employment Initiatives

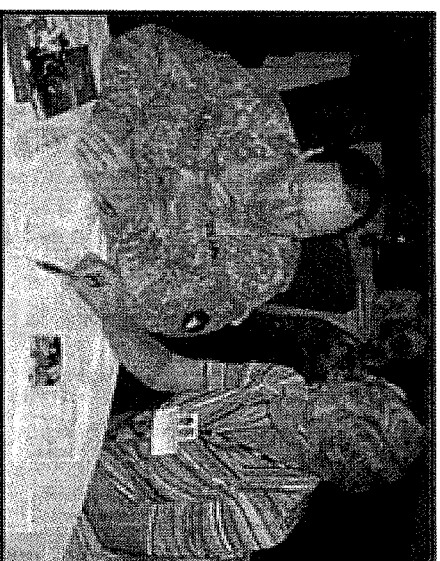
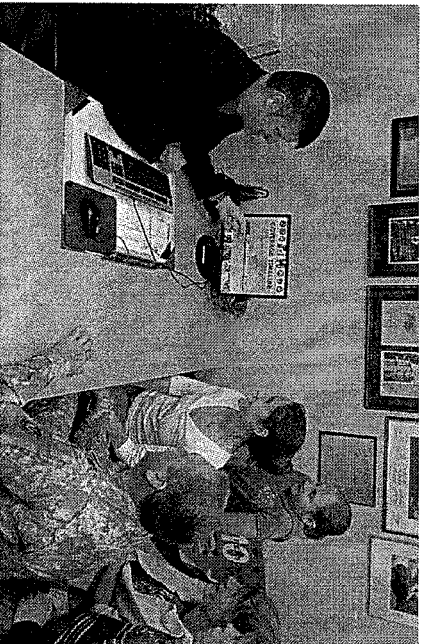
- Job Connection Education Program (JCEP)
- Job Fairs at Yellow Ribbon Post Deployment Events
- Transition Assistance Advisors (TAAs)
 - Employer Partnerships
 - Post-Deployment Employment Surveys



Job Connection Education Program

1 of 2

- The purpose of Job Connection Education Program is to improve National Guard force stability by improving National Guard members individual ability to seek, obtain and retain civilian employment through education and job search skill training and job expositions and fairs, and links to employers who need trained workforce candidates for position openings in their businesses.
- Pilot program began at Sandage Armory, Dallas Texas, on 29 March with 26 Soldiers and has since helped place 25 Soldiers in jobs!



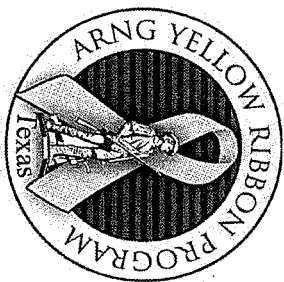
Job Connection Education Program

Cont-

- National Guard Bureau Funded
- Four states Pilot the program (North Carolina, Pennsylvania, and Georgia)
- Funding
 - Currently available through FY 10.
 - \$750,000 FY10
 - FY 2012 -2017 is under review with budget increase expected

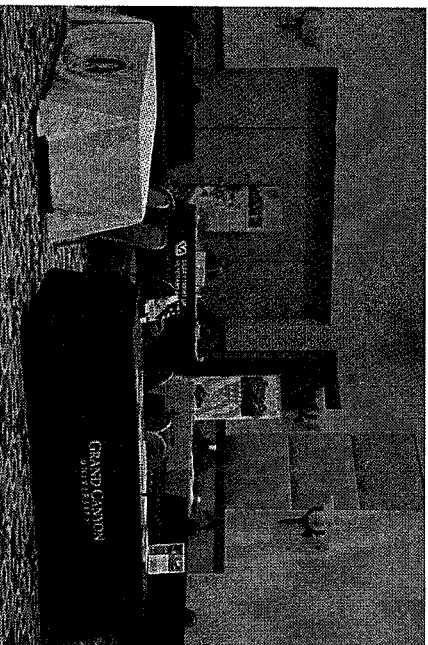
"Even though some accept positions of employment to improve their financial situation, their career goal has not yet been met. We don't forget those individuals. By staying in contact, we provide them with the assurance that we will continue working with them to reach their goals."

~JCEP Career Counselor



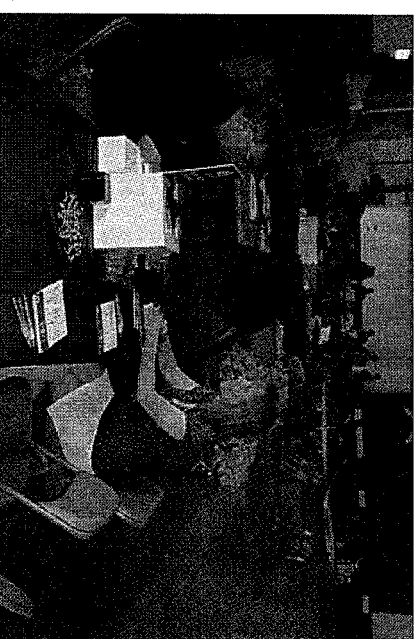
Yellow Ribbon Job Fairs

- Yellow Ribbon Post Deployment Events
 - Bring in community agencies/organizations who are hiring in the regional area where the event is being held
 - Dept of Labor
 - Texas Veterans Commission
 - Veterans Affairs
 - Texas Workforce Commission
 - State Agencies (ie. Law Enforcement, Fire Dept, etc).



Transition Assistance

- **Employer Partnerships-** TXMF has partnerships and MOUs (Memorandum of Understanding) with a number of agencies to help veterans find employment, education, and housing:
 - Department of Labor
 - Texas Veterans Commission
 - Texas Workforce Commission
 - Veterans Administration/VECS (Veterans Employment Coordination Svc)
 - Operation War Fighter
 - The Department of Defense is sponsoring Operation Warfighter, a temporary assignment/internship program for Service members that are convalescing at military treatment facilities in the National Capital Region.
 - United States Automobile Association (USAA)
 - Texas Veterans Leadership Program (TVLP)
 - Wal-Mart



Transition Assistance

- Post Deployment Employment Surveys
 - TAAs send surveys to Forward Command Chains 120-90 days prior to units return
 - Soldiers identify if they need assistance locating
 - Employment
 - Education
 - Housing
 - Identifies needs of soldiers prior to return in order to prevent joblessness and/or homelessness
 - 91% of 72nd IBCCT surveyed in theater IRAQ
 - 100% of 136th Military Police Battalion surveyed
 - Returned from Afghanistan March

Post Deployment Employment Survey

Please answer the following questions. Upon completion click the submit button at the bottom of this page. This questionnaire will be received and screened at the TXMP Joint Family Support Services, Veterans, and Family Readiness Service Support Directorate. Any requested follow-up correspondence will be through e-mail.

1. What is your National Guard affiliation?
2. Were you employed full-time prior to mobilization?
3. Do you plan to return to the same employer prior to your deployment?
4. Does your civilian job require a license or certification?
5. If so, is your license or certification still current?
6. Would you like assistance with a job or career search, such as resume assistance, career interest-skills assessment survey, one-on-one counseling, developing a personal network and/or finding interviews, skills or re-credentialing/training assistance?
7. Do you plan to attend college?
8. What geographic area best describes where you reside in Texas?
9. Please provide an e-mail address so we may contact you.

Submit this form by Email to the following address: jtahs@veterans.gov and



7 June 2010

TX ESGR Committee Information Paper on Employment of Service Members & Veterans

The following information is provided for the Adjutant General's use at the Texas Senate Committee on Veterans Affairs and Military Installations meeting in Fort Worth:

As an active member of Partners Across Texas (TexVet), the Texas ESGR Committee has also established a strategic alliance with the Texas Council Society of Human Resource Management (SHRM) and Texas Workforce Solutions to effect a more productive process of preparing military service members to enter the civilian and government workforce and educating employers on the attributes, experiences and skills possessed by service members that are compatible with industry's job requirements. A few initiatives implemented are:

- Working with SHRM representatives to educate employers on assessing and translating military skills, training and experiences into civilian job requirements and specifications
- Assisting SHRM chapters in conducting local workshops for service members to assist in reviewing and developing personal resumes that reflect the individual's skills and capabilities for compatible jobs in industries of interest
- Promoting enhanced counseling of service members by government employment counselors to fully identify an individual's capabilities, aptitude and interests for assessment of compatibility with jobs in various industries
- Secured SHRM's cooperation in promoting the advantages of hiring service members and veterans, to include production of newsletter articles to SHRM members, conducting presentations on hiring military personnel at SHRM conferences and chapter meetings, and working with allied private organizations to develop processes to better assist employers' Human Resource (HR) managers in understanding the civilian compatibility of military skills, training and experiences.

- Database information is obtained during pre-deployment processing on Texas ARNG personnel indicating they are unemployed. The soldier's contact information is provided to the Job Connection Education Program (JCEP) staff for use in marketing the program's services to interested and eligible personnel upon their return. Additionally, collective statistics are used to advise SHRM and other employment services of Guard members who will be seeking employment upon demobilization.

- Promoting the values of hiring Guard and Reservists during ESGR presentations to business and civic groups and trade associations; and, during ESGR employer events.
- Co-sponsoring a summit meeting with SHRM and Tex-Vets for senior state employment agency officials and a select number of private industry employers to strategize methods for a more effective process of preparing service members to compete for jobs and creating a receptive climate for service member applicants throughout industry.
- Co-sponsoring with SHRM to host a special seminar for HR professionals on the values of hiring service members and the programs and services available to assist HR staffs in translating military skills, training and experiences into civilian terminology and criteria.

Dwain James

Executive Director, Texas ESGR Committee