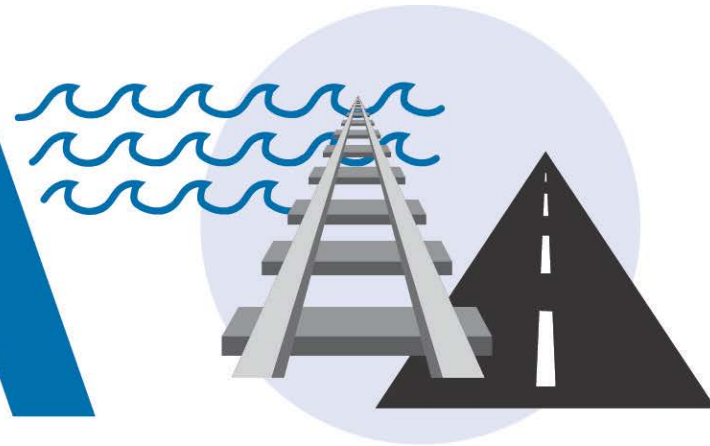

IANA



INTERMODAL ASSOCIATION OF NORTH AMERICA



Veterans and the Intermodal Work Force of the Future: Recruiting and Retaining Our Veterans

April 11th 2017, 2:00 PM ET

With

Mark Toal, Veterans' Employment Manager, Office of Strategic Outreach,
Veterans' Employment and Training Service (VETS),
U. S. Department of Labor

Jim Morbach, Associate Vice President - Student and Government Recruiting,
Werner Enterprises, Inc.

Housekeeping

- Audience audio will be muted
- Panelist presentations will be followed by audience question and answer session
- Submit questions at any time for Q&A session at the end of the webinar presentations



Our Presenters



Mark J. Toal, National Veterans'
Employment Manager, Office of Strategic
Outreach, Veterans' Employment and
Training Service (VETS)
U. S. Department of Labor

Jim Morbach,
Associate Vice President - Student and
Government Recruiting,
Werner Enterprises, Inc.



Structure

- Overview, Veteran Demographics
- DOL's Integrated Approach
- DOL's VETS Employer Outreach Team
- Experience from the Field
- Q & A



Mark Toal, Department of Labor (DOL)

**Veterans' Employment and
Training Service (VETS)**



VETERANS.GOV

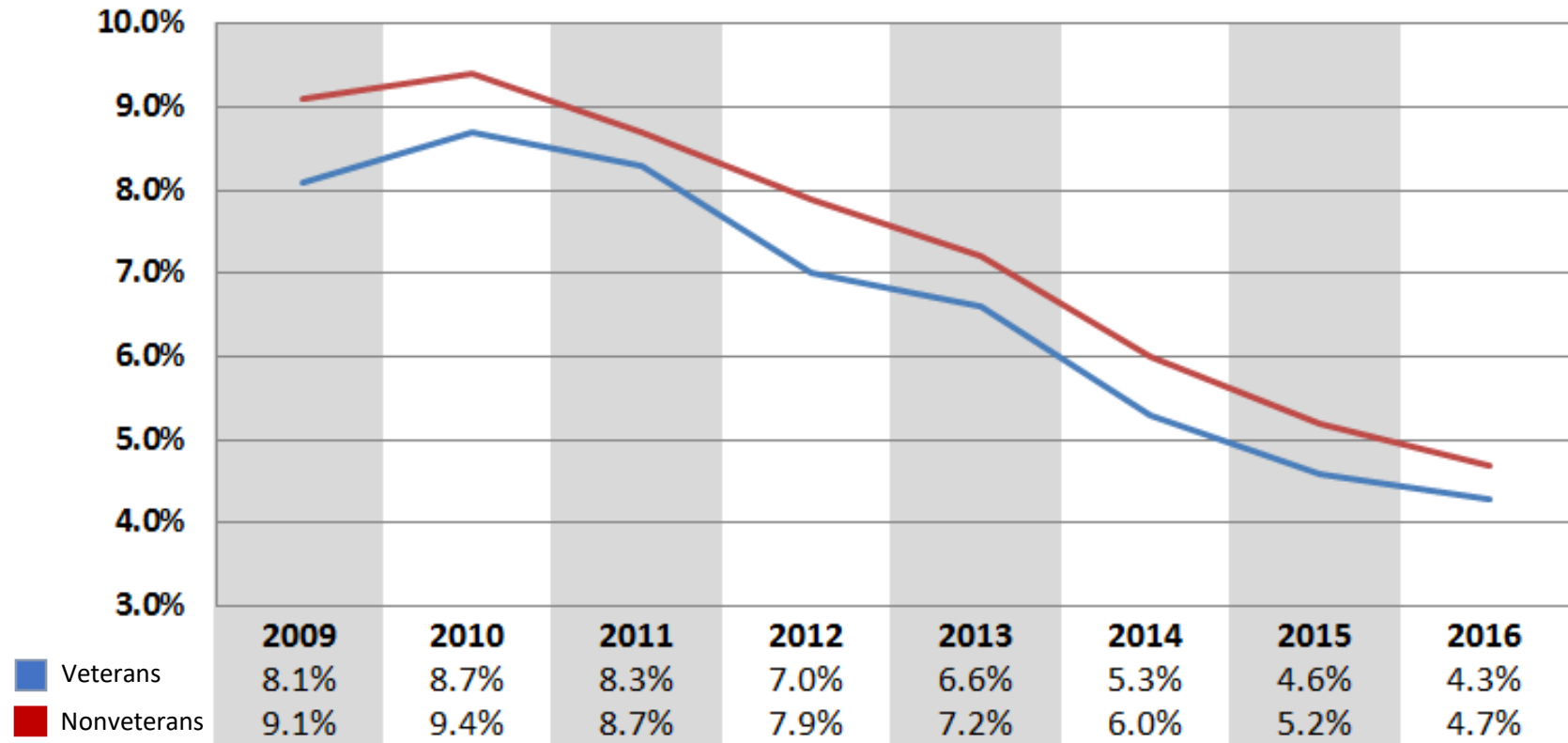
Veteran Demographics

- 20.7 M total veterans in the U.S.
 - Average age: 64
- Nearly 51% of all veterans are in the workforce (10.4M):
 - 79% of veterans are 45 years or older
 - 409K unemployed veterans
 - 56% of unemployed veterans are 45 years or older
 - 13K unemployed veterans are 18-24
- DoD still produces approximately 200,000 Veterans annually
- Declining unemployment rates- the lowest in last 9 years
 - Veteran unemployment rates continue to be lower than non-veterans



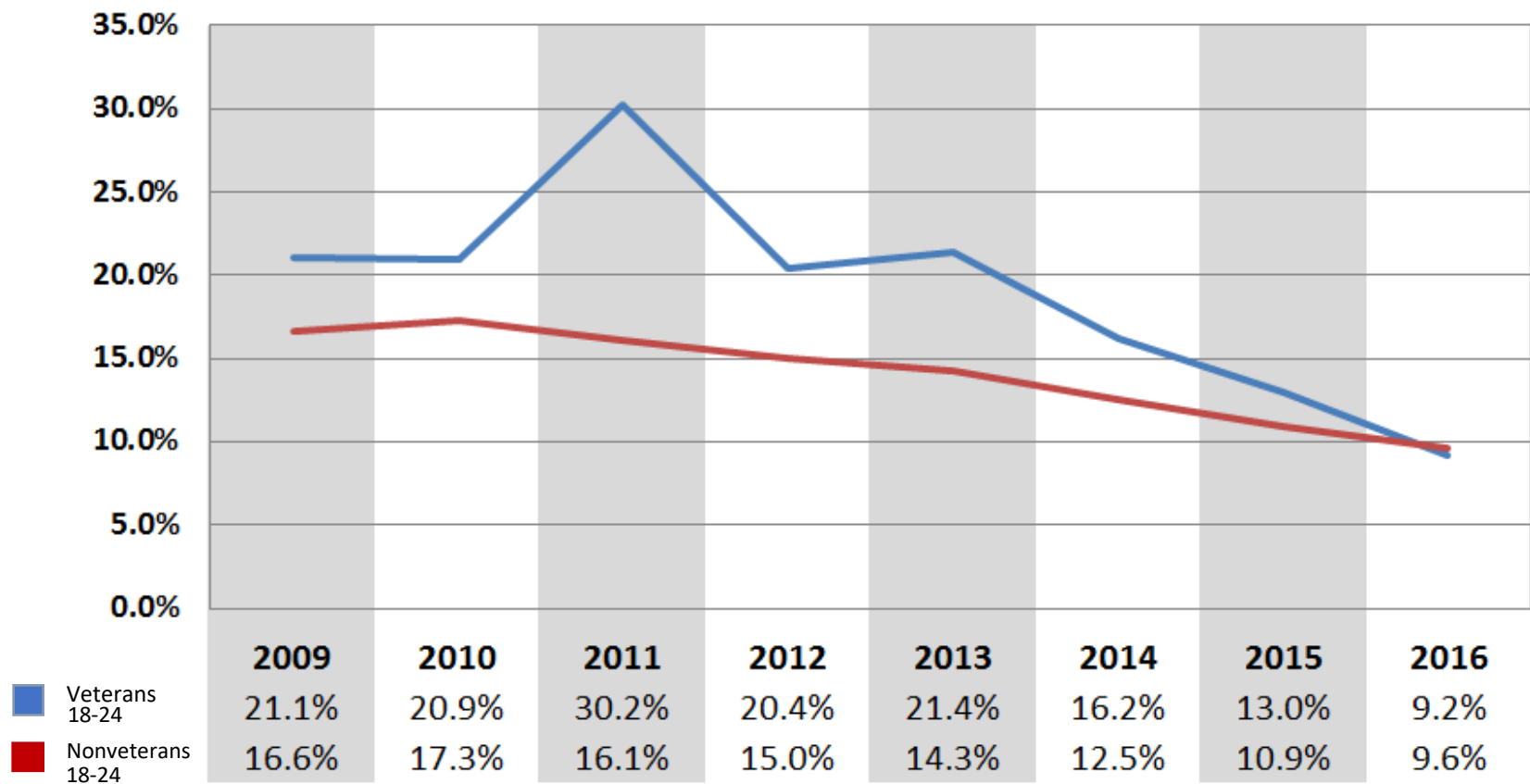
CY 2009 - CY 2016

VETERANS VS NONVETERANS UNEMPLOYMENT RATES



CY 2009 - CY 2016

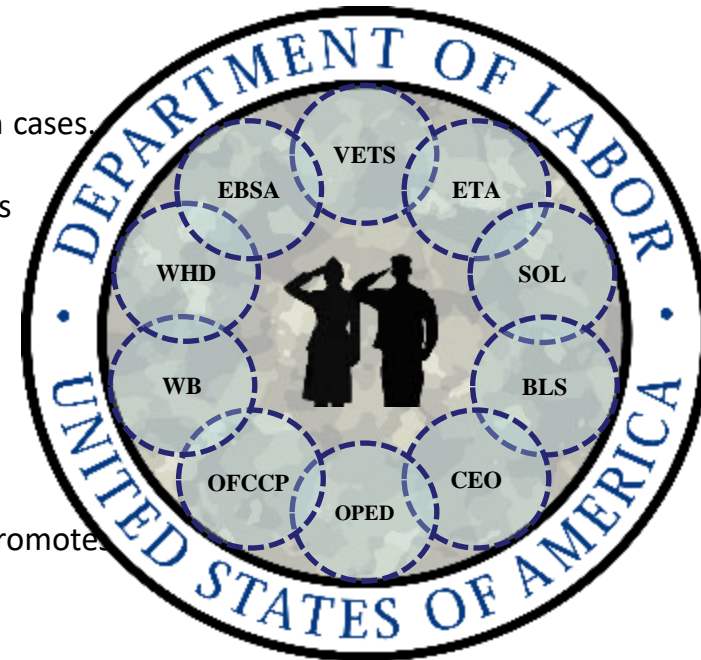
VETERANS VS NONVETERANS 18-24 YEARS OF AGE UNEMPLOYMENT RATES



Integrated Approach

- **Veterans' Employment and Training Service (VETS)**
 - Coordinates Agency efforts
- **Employment & Training Administration (ETA)**
 - National Workforce System (AJCs)
 - UCX, Office of Apprenticeship, WIOA, Grants
- **Office of the Solicitor (SOL)**
 - Employment law expertise; enforcement in U.S. veteran discrimination cases.
- **Bureau of Labor Statistics (BLS)**
 - Continuously monitors and analyzes U.S. veteran employment statistics
- **Chief Evaluation Officer (CEO)**
 - Evaluates effectiveness /efficiency of Veteran employment programs
- **Office of Disability Employment Policy (ODEP)**
 - Focuses on disability-related policies that benefit veterans
- **Office of Federal Contract Compliance Programs (OFCCP)**
 - Affirmative action provisions of VEVRAA
- **Woman's Bureau (WB)**
 - Develops policies, advocates for equality and economic security and promotes quality work environments for working women/veterans
- **Wage and Hour Division (WHD)**
 - Military Family Leave (FMLA)
- **Employee Benefits Security Administration (EBSA)**
 - Financial literacy/military retirement structure

DOL's intense and extensive interoperability across all DOL agencies



Regional Locations:
Atlanta, Boston, Chicago, Dallas,
Philadelphia, San Francisco



VETERANS.GOV: Your Virtual “One Stop”

For Job Seekers

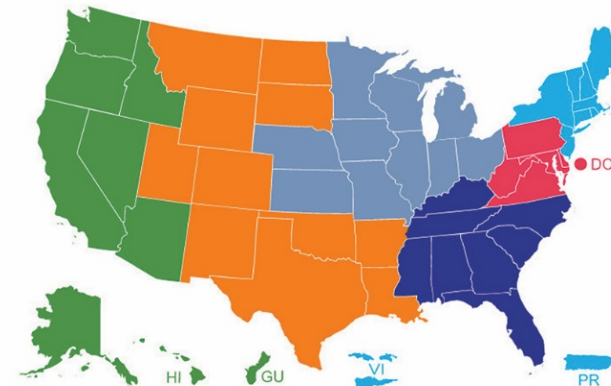
- Connect with one-on-one assistance in the 2,414 American Job Centers located conveniently in communities around the country.
- Explore Veterans’ Job Bank /National Labor Exchange online job listings.
- Search career paths by industry, by similarity to military careers, or by keyword.
- Locate approved local training programs, colleges and universities.
- Access resources from States and Federal partners to connect with industry career programs in sectors including agriculture, transportation, energy/utilities, homeland security, and employment in the Federal government.
- Learn how to start a business.

For Employers

- Connect with regional employer outreach specialists in DOL VETS to access local resources for meeting your unique hiring needs.
- Post position descriptions and openings in the Veterans’ Job Bank /National Labor Exchange database.
- Access the free veteran hiring toolkit, “America's Heroes at Work,” and other resources for employers.



Explore Resources In Your State:



DOL-VETS Mission

We prepare America's veterans, transitioning service members, and their spouses for meaningful careers

We provide them with employment resources and expertise

We protect their employment rights

We promote their employment opportunities



Prepare: 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 (VA)**
- Assessing Higher Education (DoD)
- Entrepreneur (SBA)

Capstone

Key points:

- Teach mechanics of getting a job
- 3-days/class size: max 50
- Tangible products:
 - **Individual Transition Plan**
 - **Skills assessment/Job search**
 - **Resume/Cover Letters**
- FY 16
 - 6,450 workshops/ 206 locations
 - 180,793 participants/7,188 Guard and Reserve
- Curriculum on-line (**NEW: eBook on Amazon.com**)
- Annual curriculum review

- Spouses are eligible to participate in DOL's Employment Workshop on a space-available basis
- Available on-line/any-time at: <http://www.dol.gov/vets>



Provide Employment Resources: American Job Centers

The American Job Centers (AJC) are the centerpiece of veterans' employment services in all the localities. These are funded by the Department of Labor, administered by state-level Workforce Development Boards (WDBs), and operated by local communities.

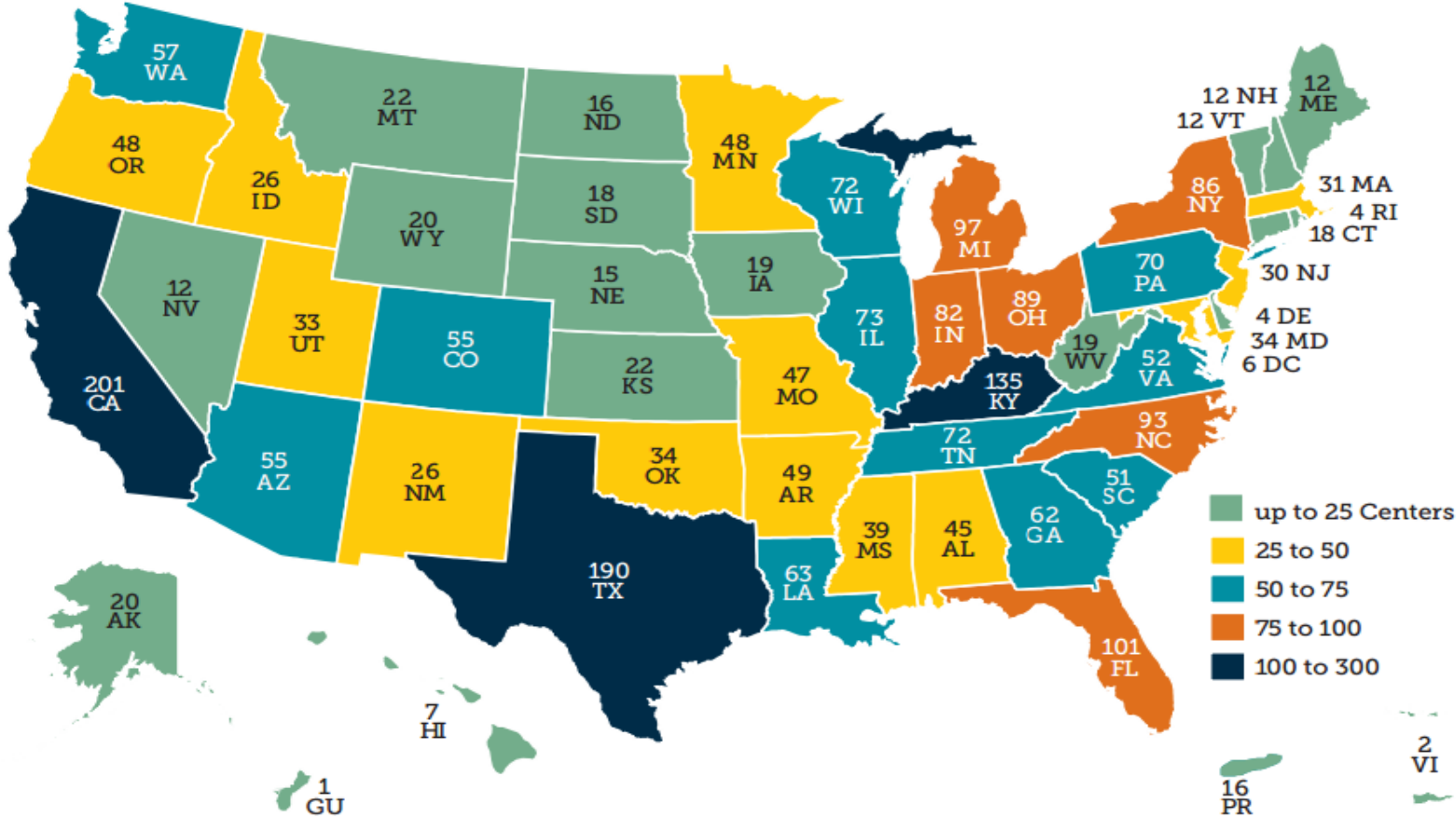
AJC provides comprehensive services to both employers and job seekers. It serves as the central location for HR Managers to meet and communicate with job seekers to match them to their current openings.

It is also the central point in the local community where customers (both veteran and nonveteran job seekers and employers) can access employment insurance, labor market information, employment/skill assessment services, and direct referrals to job training and job opportunities within their communities.

AJCs assisted 13 million job seekers last year...832K were veterans.



2,414 American Job Centers Nationwide



VETERANS.GOV

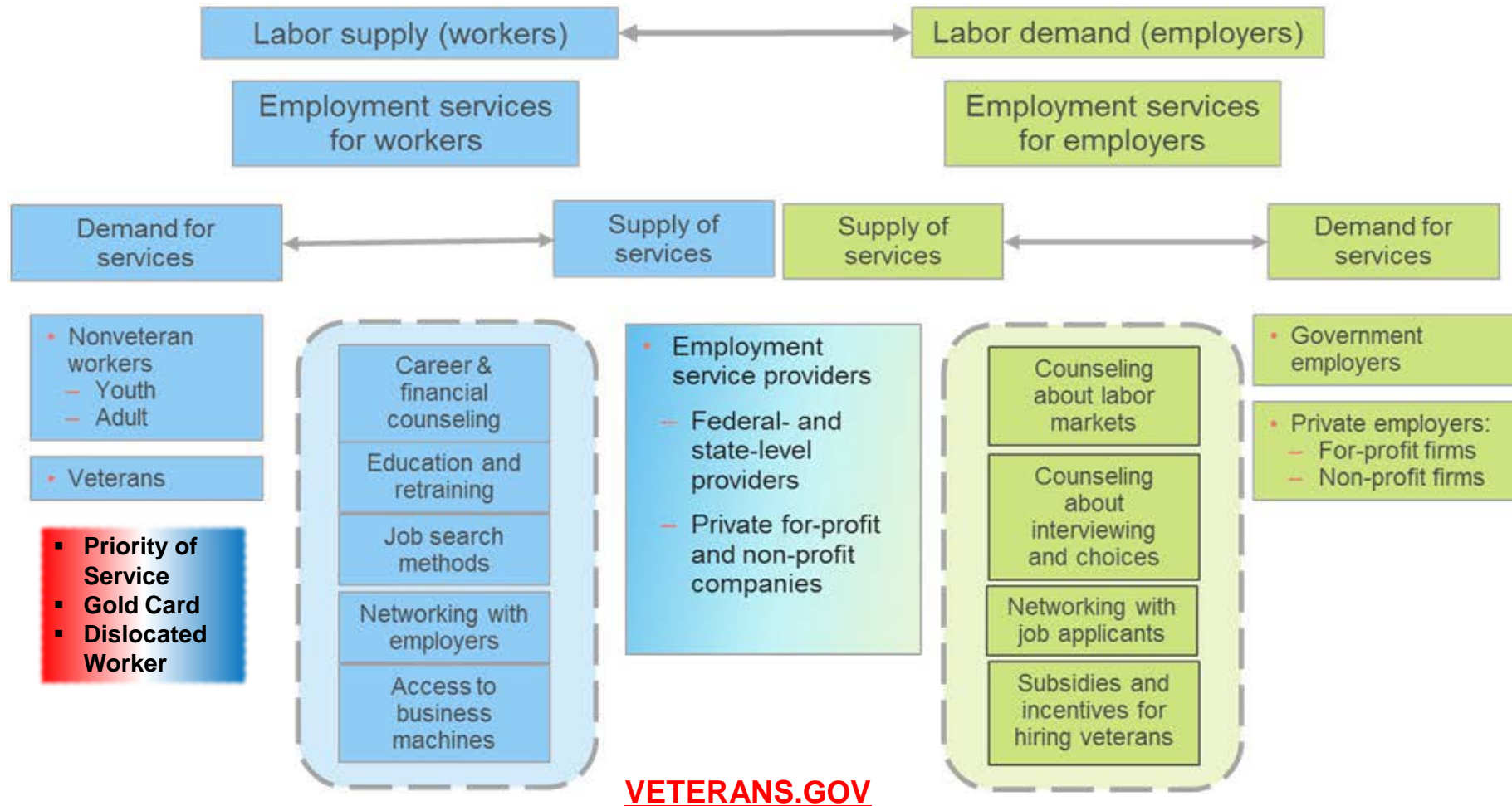
www.careeronestop.org

National Phone Helpline: 1-877-872-5627



The AJC Concept

The AJC concept for connecting workers and employers in the job market



AJC Employer Services

Services

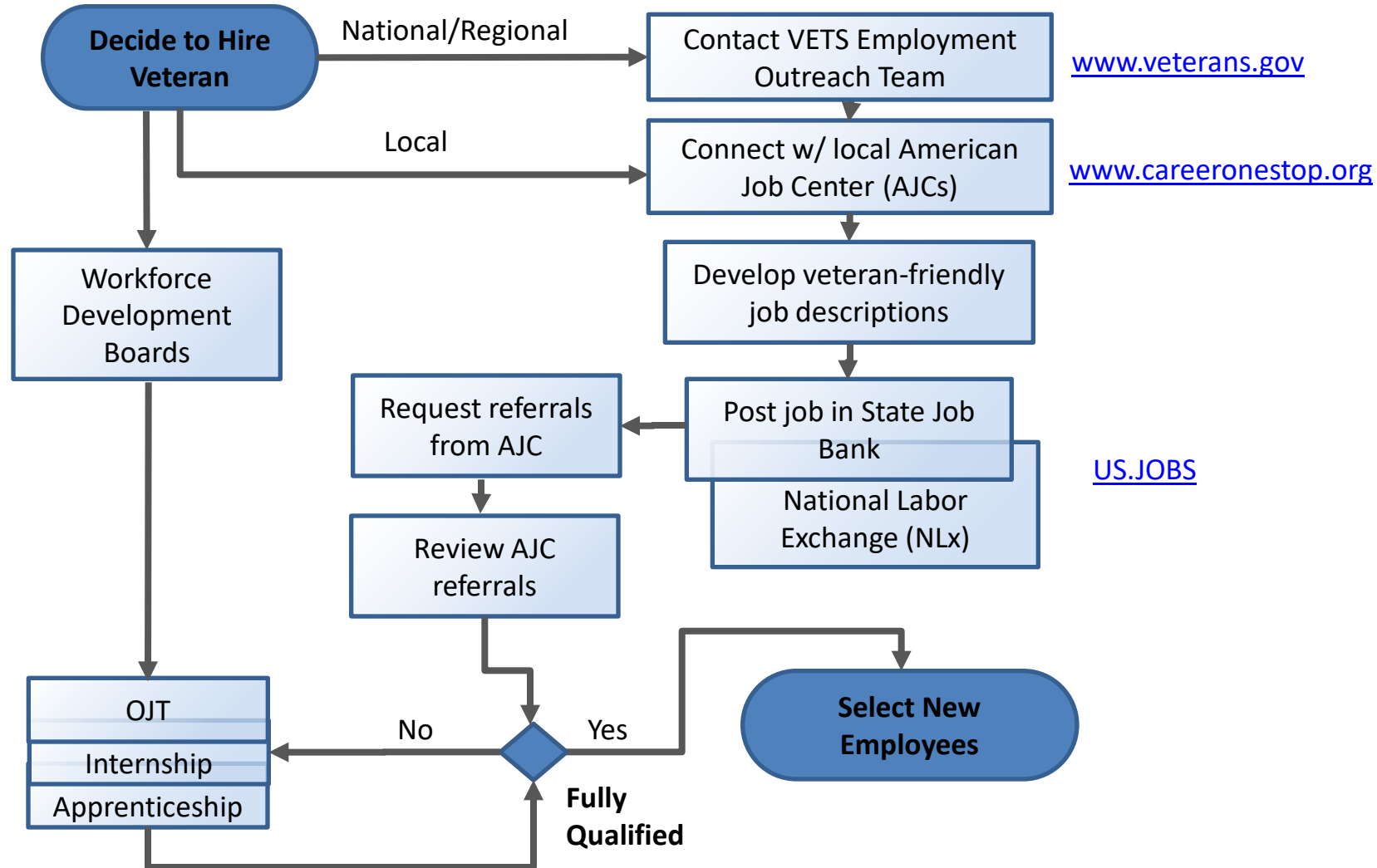
- Job description writing
- ***Posting of job openings***
- Reviewing applicants' resumes
- Pre-screening of job applicants
- Assessment of applicants' skills
- Referral of job-ready candidates
- Workforce information
- Skill upgrading and career ladders
 - OJT
 - Internships
 - Apprenticeships
 - Short-term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

Connect

- Locate the closest AJC to your facility
 - www.veterans.gov
 - www.careeronestop.org
- Contact a Local Veterans Employment Representative (LVER) or Business Services staff
 - Business Services: Works with employer to enter open positions into the state workforce system
 - LVER: Works with the employers, ensuring that the position is in the state's job bank & assists the employer with sourcing viable veteran candidates to fill those positions
- Let them know you want to hire veterans



Using the Public Workforce System to Hire Veterans



Workforce Development Boards (WDB)

- ✓ *Employers should use the workforce system to develop an integrated strategy*
- ✓ Be strategic with Workforce Development Boards (WDB)
 - The Workforce Innovation and Opportunity Act (WIOA) establishes requirements for WDBs
 - Set the priorities for use of DOL grant funds to develop career ladders
 - Partner with local Institutions of Higher Learning (IHL) & Eligible Training Providers (ETP) to generate the skills you need



Connect with Your Local Workforce Development Board

<https://www.servicelocator.org/workforcecontacts.asp>

America's Service Locator

[American Job Centers](#)

[Unemployment Benefits](#)

[Employment Training](#)

[Workforce System Contacts and Strategic Partners](#)

[Workforce Development Boards](#)
[Youth Councils](#)
[Libraries](#)
[Community Colleges](#)
[Business Finder](#)

[State Services](#)

[More Government and Private Sector Resources](#)

[Keyword Search](#)

Workforce System Contacts - Workforce Development Boards

Workforce Development Boards direct federal, state, and local funding to workforce development programs. They also oversee the American Job Centers, where job seekers can get employment information, find out about career development training opportunities and connect to various programs in their area.

Find a Workforce Development Board

Location:

Select a Contact Group:

[Continue >](#)



VETERANS.GOV: Your Virtual “One Stop”

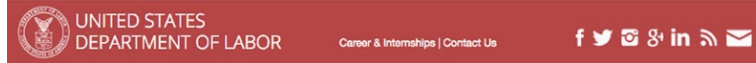
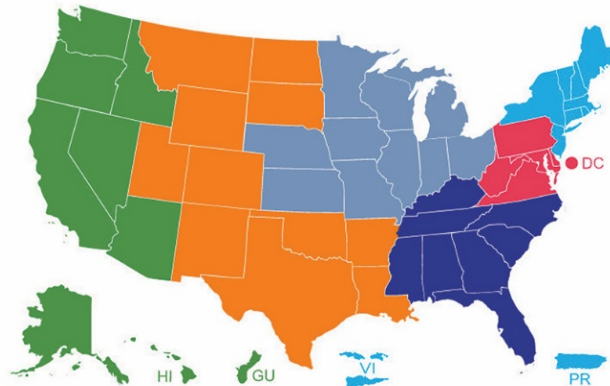


VETERANS.GOV

The employment resources you need.

The main navigation menu consists of four colored buttons: "FIND A JOB" (red), "START YOUR OWN BUSINESS" (blue), "HIRE VETERANS" (dark blue), and "VA Benefits & Information" (purple). A red arrow points to the "HIRE VETERANS" button. Below the menu is a "Veterans' Program Information" link. The "Explore Opportunities In:" section features icons and labels for Agriculture (USDA), Energy, Transportation, Homeland Security, Federal Government Hiring (EEO), and AmeriCorps. The background of this section shows silhouettes of people in military and civilian attire.

Explore Resources In Your State:



VETERANS.GOV: Your Virtual "One Stop"

 UNITED STATES DEPARTMENT OF LABOR

[f](#) [t](#) [i](#) [r](#) [e](#)

Employers

Commit to hiring qualified veterans. It's the smart choice.



[GET ONE-ON-ONE ASSISTANCE](#) [POST A JOB](#) [HIRING TOOLKIT](#) [MAKE A HIRING COMMITMENT](#)

Quick Resources:		Find other programs @ www.dol.gov/vets	
Recruitment & Training Assistance	Vocational Rehab & Employment Programs		
Creating Apprenticeship Program	Policies & Programs		
Employer Business Center			

Have questions? Your local American Job Center is ready to help. Find one near you by entering city, state or zip code.

American Job Center Locator

Enter a location to find a center near you.

Zip: Or

City:

State:

Find Centers within:



DOL.GOV/VETERANS: Your Virtual "One Stop"



UNITED STATES
DEPARTMENT OF LABOR

+ Engage
Share



Employers

Commit to hiring qualified veterans. It's the smart choice.

#HIREVETS IN YOUR LOCAL COMMUNITY

Get help hiring veterans

REGIONAL/LOCAL

Contact a Veteran Employment Coordinator

Email to a representative in your area.

Pick a state

Go

NATIONAL

Contact a Veterans Employment Manager

- Mark Toal
- Randall Smith

Have questions? Your local American Job Center is ready to help. Find one near you by entering city, state or zip code.

American Job Center Locator

Enter a location to find a center near you.

Zip: Or

City:

State:

Find Centers within:

25 miles go



Apprenticeships

- American Apprenticeship Initiative will significantly increase apprenticeship opportunities for job seekers and workers including veterans and transitioning service members
- Both OJT and apprenticeship training programs are available for Veterans using their Post-9/11 GI Bill
 - Eligible Veterans may qualify for a monthly stipend in addition to the wages they receive in an apprenticeship

2

FACTS *about*
Registered
Apprenticeships



There are **400K**



registered *apprenticeships nationwide*



in more than **1,000 occupations**



Some National Stats

- 91% of apprentices are employed after completing their programs
- Average starting wage is above \$60,000 per year
- Return on investment for employers – for every dollar spent on apprenticeship, employers get an average of \$1.47 back in increased productivity, reduced waste and greater front-line innovation
- Return on investment for taxpayer dollars – for every dollar invested in apprenticeship, there's a \$27 return



Department of Labor's Registered Apprenticeship Program

Benefits to Companies:

- Receive **consulting services** from DOL in the design, development, and structure of their Registered Apprenticeship program
- By partnering with DOL, it will bring a **level of credibility** to their training program by meeting approved standards
- Upon completion of the program, the apprentice will earn a **nationally recognized credential**. This credential be used as a **recruiting tool** to attract prospective applicants
- The company will **attract veterans and those transitioning out of the service** since they will be able to utilize GI Bill benefits (not take on educational debt)
- Career Skills Program/Skill Bridge (military pays transitioning service member's salary while in pre-apprenticeship training program)
- **Increased employee retention / reduce turnover costs**
- Creates a system where employers **can track return on investment** of training dollars invested



We have over 1,000 Apprenticeable Occupations!

Apprenticeability

- The occupation or trade must:
 - Involve skills customarily learned in a practical way through a structured, systematic program on on-the-job supervised learning;
 - Be clearly identified and commonly recognized throughout an industry;
 - Involve the progressive attainment of manual, mechanical or technical skills and knowledge which, in accordance with the industry standard for the occupation, would require the completion of at least 2,000 hours of on-the-job learning to attain; and
 - Require related instruction to supplement the on-the-job learning Comprised of related academic instruction to supplement the on-the-job learning (minimum of 144 hours recommended)



5 Components of Any Registered Program

1. Employer Involvement

- Programs start with employer needs; employers are the foundation for the program

2. Structured and Supervised OJT

- Provided by employer; competencies are attained through OJT; minimum of 2000 hours

3. Related Training and Instruction

- Called the “RTI” – the classroom training portion or associated curriculum (144 hours per year recommended)

4. Rewards for Skill Gains

- Progressive wage increases commensurate with increase in proficiency

5. National Occupational Credential

- RA Completion Certificate is a recognized post-secondary credential under WIOA (Section 3(52)); stackable and portable



Apprenticeships <http://doleta.gov/oa/veterans.cfm>



ApprenticeshipUSA

Have you a served in the military and now looking to start an exciting new career?

The Federal Government has made available a number of resources to assist service members and veterans into high-skill, good paying jobs in Registered Apprenticeship.



Find and apply >

GI Bill-Qualified programs >

Fact Sheet for Veterans >

Fact Sheet for Employers >

LATEST NEWS

Who is hiring veterans for apprenticeships ?

- UPS
- MUTI
- Allied Barton

ADDITIONAL RESOURCES



Helpful resources, tools, and info



Active in the military? Try USMAP!



Apprenticeship Programs for Veterans



GI Bill for Registered Apprenticeship



DOL.GOV/Apprenticeship: Tools & Resources



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>



DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>



Pre-Apprenticeship information

https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf

https://doleta.gov/oa/preapp/pdf/Pre_Apprenticeship_GuideforWomen.pdf



RACC Site

Find information on becoming a RACC member and a database of college members and sponsors. <https://www.doleta.gov/oa/racc.cfm>



"Promote"

DOL VETS

Employer Outreach Team



[VETERANS.GOV](https://www.veterans.gov)

VETS Employment Outreach Team Mission Statement

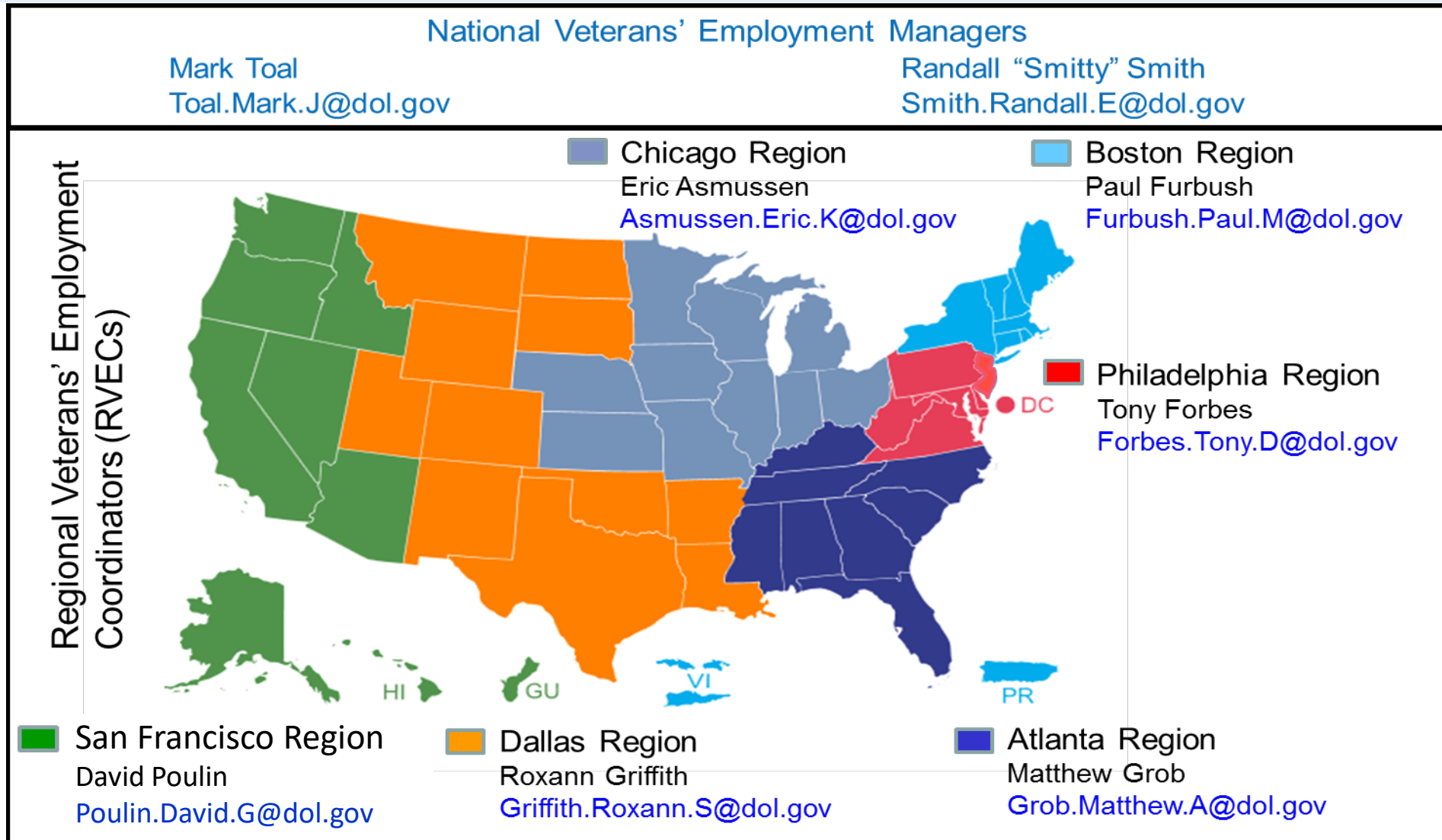
Conduct employer outreach to:

1. Connect companies with federal, state, local, and other resources to facilitate veterans' employment.
2. Leverage federal, state and local employment resources and programs to reduce employer costs.
3. *Consult with companies on their needs, educate them on resources and assist them with developing apprenticeships to address skill gaps and to attract more veterans*
4. Coordinate employment resources and expertise across businesses, employer groups, veterans' organizations, training and academic institutions, state workforce partners and government agencies to promote veterans' employment opportunities.

Bottom Line: “Make it easier for employers to find and hire veterans”



DOL VETS Employer Outreach Team



Get the Resources

ONLINE

www.veterans.gov
dol.gov/vets/militaryspouses
www.servicelocator.org
www.mynextmove.org
www.myskillsmyfuture.org

VETERANS.GOV

DOWNLOAD



TAP E-Book
Shareables

CareerOneStop App



VISIT

Get one-on-one assistance
at your local AJC. Locate
one nearest you at
www.servicelocator.org

americanjobcenter



Jim Morbach, Werner Enterprises

Experience from the Field



A green semi-truck is driving on a road, pulling a flatbed trailer. The background shows a large industrial area with many shipping containers in various colors (blue, red, grey). The truck is moving from right to left. The word "Questions?" is overlaid in large white text in the center of the image.

Questions?

Enter your questions in the control panel

Thank You!



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Manager

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Jim Morbach,
Associate Vice President - Student
and Government Recruiting,
Werner Enterprises, Inc.



Visit intermodal.org for more information
about intermodal freight and IANA,
or e-mail: info@intermodal.org



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