



H-1B ONE WORKFORCE: OUTREACH, RECRUITMENT & PLACEMENT OF TRANSITIONING MILITARY VETERANS AND SPOUSES

JULY 17, 2023
1:00 – 2:00 PM (EASTERN)



AGENDA



- Welcome Introductions
- Establish Effective Peer Sharing Strategies
- Dive Into Discussion
- Recap and Look Ahead



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TA Coach

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PRESENTER



PEER-TO-PEER PURPOSE

- One Workforce grantees have expressed a keen interest and desire to connect with their peers.
- Provide grantees the opportunity to:
 - Meet
 - Share challenges and successes
 - Form ongoing affinity groups based on common interests and needs.

WHAT MAKES AN EFFECTIVE VIRTUAL CONVERSATION?



ENGAGE EVERYONE



BE HEARD AND SEEN



ACKNOWLEDGE SPEAKER



MAXIMIZE MICROPHONES



MINIMIZE NOISE



MAXIMIZE VISUAL DISPLAYS

POLL #1

To what extent have you engaged veterans and/or spouses in your H-1B program?

- A great deal
- Some
- Not at all



WORD CLOUD

- Share 1-3 words describing your project's experience with recruitment and placement of transitioning veterans/spouses.





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PRESENTERS



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RELATIONSHIP BUILDING

- Pima Community Colleges, Davis Monthan Airforce Base and Morris Base (reserves)
 - Pima County Vet Center
 - Pima Community College Vet Center
 - Military Resource & Job fairs
 - VA
- Military & Family Readiness Centers/ Military and Family Support Center
- Companies seeking additional workforce in H1B related industries

ON BASE RECRUITING

- Transition Assistance Program (TAP)
- Skill Bridge Classes (use H-1B first)
- Active Duty and Veteran Spouse Groups
- On Base Job/Resource Fairs

VETERAN RECRUITING STRATEGIES

- Pima County Veteran's Center Networking Job Club
- Veteran & Military Spouse Specific Handouts at Job/Resource Fairs
- On Campus Current and Enrolled Student Recruiting
- VA, Vet Centers, Local Veteran Support Service Provider Referrals
- Part 65 A&P License for transitioning Military and Veterans



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BUILDING RELATIONSHIPS ARE THE KEY

Must have and/or develop relationships with:

- County (Local) Veterans offices
- Organizations that provide direct services to veterans and their spouses
- Military Base Educational Departments

BENEFITS OF HIRING VETERANS

Veteran's:

- Are highly skilled
- Are “unique” problem solvers
- Understand team concepts
- Understand the importance of planning and strategy
- May have challenges (psychological, emotional, and physical)
- Many need intentional help transitioning back into civilian life

TRANSITIONING VETERAN'S TECHNICAL NEEDS

Veteran's technical needs (Non-Crafts):

- Specific technical or manufacturing training
- Retraining (technical and “corporate/business”) skills
- Comprehensive case management
- Help connecting with employers and local businesses for employment opportunities
- Help connecting with local academic institutions to further their education



CHALLENGES FACING VETERAN'S SPOUSES

Veteran's spouses:

- May have broken, or limited, employment histories
- Many have not been able to finish Higher Educational opportunities and degrees
- Many struggle with “license” transfer issues
- Constantly deal with the impacts and stressors on the family due to deployment and mobility
- May have challenges (psychological, emotional, and physical)
- Many need intentional help transitioning back into civilian life





DIVE INTO DISCUSSION

Let's hear from you!



PEER DISCUSSION

- What is your experience with outreach, recruitment and placement of transitioning veterans/spouses?





COMPREHENSIVE CASE MANAGEMENT

- What are the social, emotional, and practical supports/services transitioning veterans and spouses need to make successful transitions to classroom, training coursework and employment readiness? How are these provided?
- How have you successfully used comprehensive case management to support your efforts to serve veterans?



POLL #2

Call for Action: Following today's peer call, I will:
(Check all that apply)

- Discuss what I have learned with my team
- Connect with veteran transition services in my area
- Collaborate with training providers to provide specific workforce training
- Provide comprehensive case management for transitioning veterans/spouses
- Advocate the benefits of hiring veterans/spouses with employers



RESOURCES

- [Increasing Veterans' Participation in Apprenticeship: A Resource Guide](#)
- [CareerOneStop Resources for Veterans and Transitioning Service Members](#)
- [Hiring Veterans: A Step-by-Step Guide for Employers](#)
- [Supporting the Employment of Disabled Veterans](#)
- [Military Spouses, A Priority Customer: What Your AJC Can Do](#)
- [Military Spouse License Recognition Resources](#)
- [Military Spouses Fact Sheet](#)
- [The Military Spouse Experience: Current Issues and Gaps in Service](#)
- [Transition Assistance Program \(TAP\)](#)
- [Skill Bridge Classes](#)





COMING SOON

- AUGUST 22, 2023
JOINT WEBINAR: PROGRAM STAFF
ONBOARDING, TRAINING, AND
RETENTION





THANK YOU

