



# Putting Vets to Work on the Technician Shortage

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# The Veteran Challenge

## Composition of U.S. Armed Forces

### 2.4 million serving in the Armed Forces

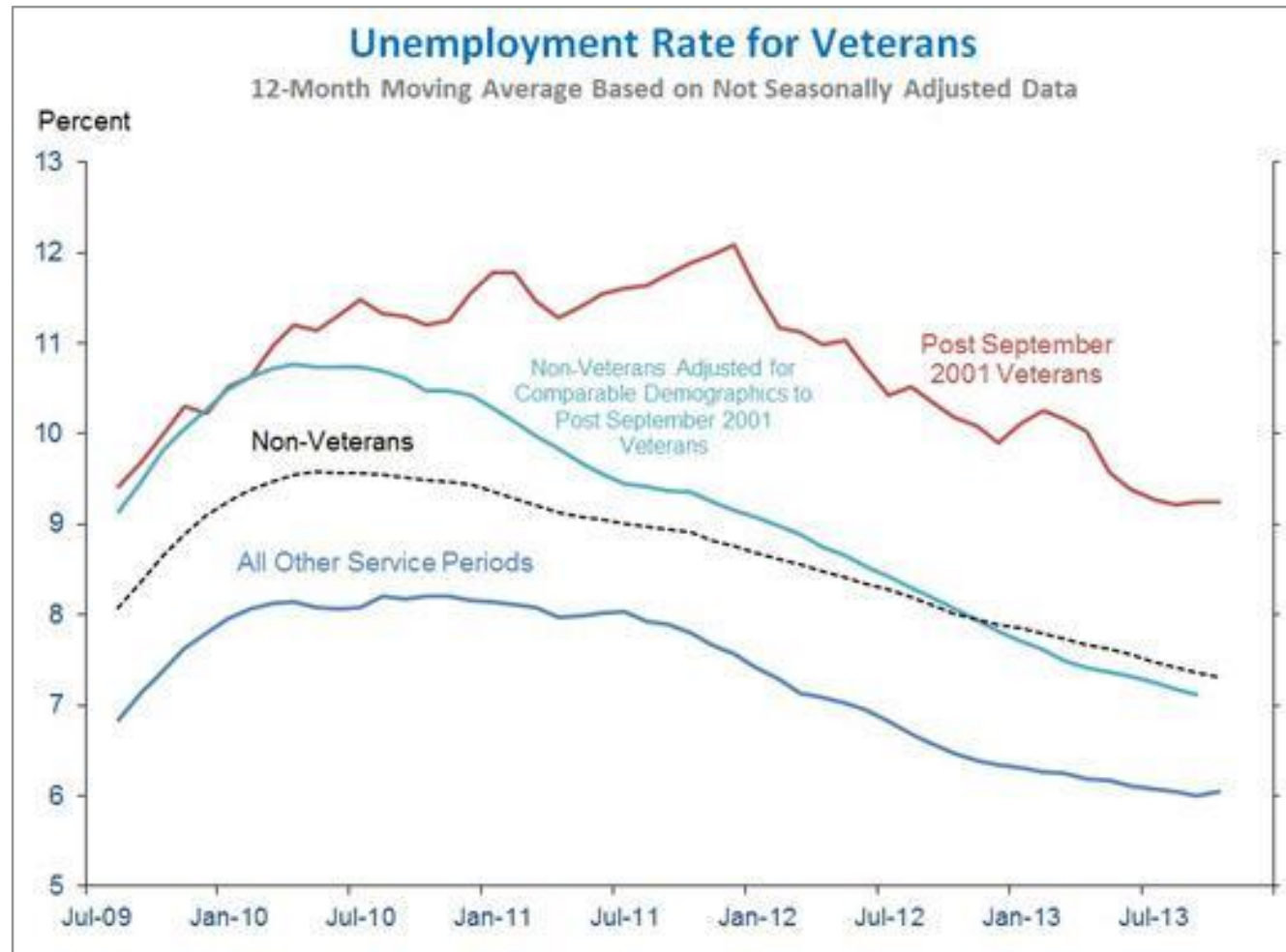
- 1.3 million on active duty
- 1.1 million active reserves

### *Additionally*

- 350,000 Army National Guard
- 107,000 Air National Guard
- 197,000 Army Reserves



# The Veteran Challenge *(continued)*



[www.washingtonpost.com/blogs/wonkblog/wp/2013/11/11/recent-veterans-are-still-experiencing-double-digit-unemployment](http://www.washingtonpost.com/blogs/wonkblog/wp/2013/11/11/recent-veterans-are-still-experiencing-double-digit-unemployment)

## Post-9/11 Veterans in the Workforce

9.7 million currently in the workforce

1 million projected to transition over the next four years (250,000 per year)

**41%** (451,000) active duty service members in **mechanical, technical** and **engineering**-related specialties

29% have a service-related disability



# The Veteran Challenge *(continued)*



## Employment Hurdles

Veterans have difficulty translating their Military Occupational Specialty (MOS code) into civilian job skills.

Both veterans and employers have difficulty understanding the value of soft skills honed in the military and how they apply to civilian careers.

Employers have misperceptions about PTSD and other veteran disabilities.

# Why Hire Veterans?

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## Veterans bring:

- Awareness of how their actions impact others
- Understanding of how their character reflects on the organization
- Demonstrated ability to work for the betterment of an organization
- Ability to problem-solve quickly and effectively
- Preparedness and flexibility
- Organization and discipline
- Variety of cross-functional skills
- Loyalty and a strong work ethic



# Why Hire Veterans? *(continued)*



## Veterans are:

### Highly trained

Every Military Occupational Specialty provides continuous training throughout their military career.

### Tested

Their skills have been tested in the real world under high-pressure situations.

# How Vet2Tech Helps Veterans

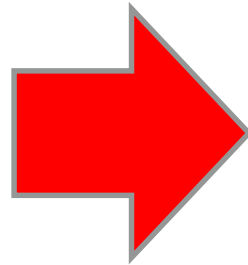
# How Vet2Tech Helps Veterans



Vet2Tech helps veterans translate their **MOS codes** to civilian job skills.



## How Vet2Tech Helps Veterans (*continued*)



### **MOS 0431 — Logistics/Embarkation Specialist**

**Job Description:** Logistics/Embarkation Specialists assist with the preparation, planning and execution of strategic mobility plans in accordance with the Time Phased Force Deployment Data (TPFDD) used to deploy and sustain forward deployed forces. They compile and maintain logistics support data, compute combat logistics support requirements, and coordinate combat logistics functions in support of MAGTF operations and deployments.

### Corresponding civilian careers:

- Logistics professional
- Production scheduler
- Service dispatcher

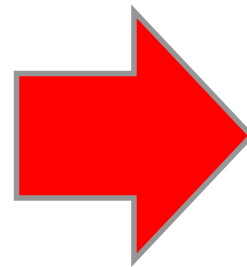


## How Vet2Tech Helps Veterans (*continued*)



Vet2Tech helps veterans translate ***soft skills*** learned in the military to civilian job skills.

## How Vet2Tech Helps Veterans (*continued*)



### **MOS Code: 0311     Infantry/Rifleman**

- Extreme dedication and self-discipline
- Exceptional decision-making skills; think on their feet when the stakes are high
- Stay cool under pressure; must carry out demanding work under high stress levels

### **Civilian career options include:**

- Technical support
- Customer service
- Purchasing
- Logistics
- Sales

## How Vet2Tech Helps Veterans (*continued*)



### **Job Placement**

Vet2Tech connects veterans with employment opportunities in manufacturing, field service and maintenance technician careers.

Vet2Tech has partnered with more than 1,000 employers committed to hiring veterans.

# How Vet2Tech Helps Employers



# How Vet2Tech Helps Employers



Vet2Tech *conducts candidate searches* and places veterans with employers:

**Direct Hire Agreement** (except Field Service Techs)

- 15% of annualized salary

**Field Service Technicians**

- \$3,000 per candidate hired

## How Vet2Tech Helps Employers *(continued)*



Vet2Tech *consults with employers* on:

Federal and state tax incentives programs for hiring veterans

- Researching available programs
- Applying for available tax incentives

Tax credits can often help offset some of the costs associated with onboarding or training new employees.

# Industry Challenge

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## Bureau of Labor Statistics:

Total HVACR Technicians (2014): 292,000

Additional Techs Needed by 2024: 39,600

Growth Rate: 14%\* (Much faster than average)

## IMPORTANT

\* Does not account for existing employment gap (20,000+) and limitations of aging labor force



# Closing the Widening Gap for Technicians

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Hire veterans with mechanical, electrical and engineering skills:

91D – Power Generation Equipment Repairer

91C – Utilities Equipment Repairer

MM – Machinist's Mate

MR – Machinery Repairman

Close skills gap through **mentorship programs** with senior employees.

Leverage OJT reimbursement resources.

**Hire for attitude; train for aptitude.**

## Closing the Widening Gap for Technicians (*continued*)



### **Machinist's Mate (NOS B130)**

Machinist's Mates operate, maintain and repair ship propulsion machinery, auxiliary equipment and outside machinery, such as: steering engine, hoisting machinery, food preparation equipment, refrigeration and air conditioning equipment, windlasses, elevators, and laundry equipment; operate and maintain marine boilers, pumps, forced draft blowers and heat exchangers; perform tests, transfers and inventory of lubricating oils, fuels and water; maintain records; and generate and stow industrial gases.

Machinist's Mates align piping systems for oil, water, air and steam, and control the operation of ship boilers and steam turbines used for ship propulsion and service systems. They control the operation of turbo-generators used to produce electrical power.

They operate and maintain desalinization plants (distilling plants) to make fresh water from sea water, and maintain refrigeration plants, air conditioning systems and galley equipment.



Veterans bring distinctive capabilities to civilian employers:

## TEAMWORK

**Accountability:** superior personal and team accountability. Veterans understand how policies and procedures help an organization function.

**Adaptability:** experience operating in ambiguous situations, exhibiting flexibility in fluid environments.

**Team players:** ability to understand the capabilities and motivations of each individual, regardless of background, to maximize team effectiveness.

**Experienced leadership:** battle-tested leadership, from the front and by example. Ability to inspire devoted followership and lead groups to accomplish unusually high aspirations.



## Distinct Attributes of Veterans *(continued)*

Veterans bring distinctive capabilities to civilian employers:

### DISCIPLINE

**Self-reliance:** Demonstrated initiative, ownership and personal responsibility while leveraging all available assets and team members to ensure success.

**Perseverance:** Proven resilience getting things done despite difficult conditions, tight deadlines and limited resources.

**Strong work ethic:** Belief in the value of hard work and taking initiative.

**Values-driven:** Proven experience dedicating themselves to a cause. Veterans take pride in the mission, values and success of the organization.

## Distinct Attributes of Veterans *(continued)*

Veterans bring distinctive capabilities to civilian employers:

### PROBLEM SOLVING

**Objective-focused:** Able to organize and structure resources to accomplish the mission, regardless of roadblocks.

**Quick learners:** Proven ability to learn new skills quickly and efficiently.

**High-impact decision makers:** Strong situational awareness, ability to understand complex interdependencies, and make decisions using practical judgment and creativity.

**Diverse perspectives:** Experience having impact and influencing people across the boundaries of culture, language, ethnicity and personal motivation.

# Let's Get Started

To register your company as a Vet2Tech employer partner:

**[jobs@vet2tech.org](mailto:jobs@vet2tech.org)**



# Thank You!



## Questions?

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