

Corporate Initiatives to Aid Transitioning Service Members

- American Society for
Engineering Education
- AT &T
- Microsoft, Inc.



Transitioning Veterans to Engineering Related Careers

NSF Award EEC-1262094

Veterans Transition Summits

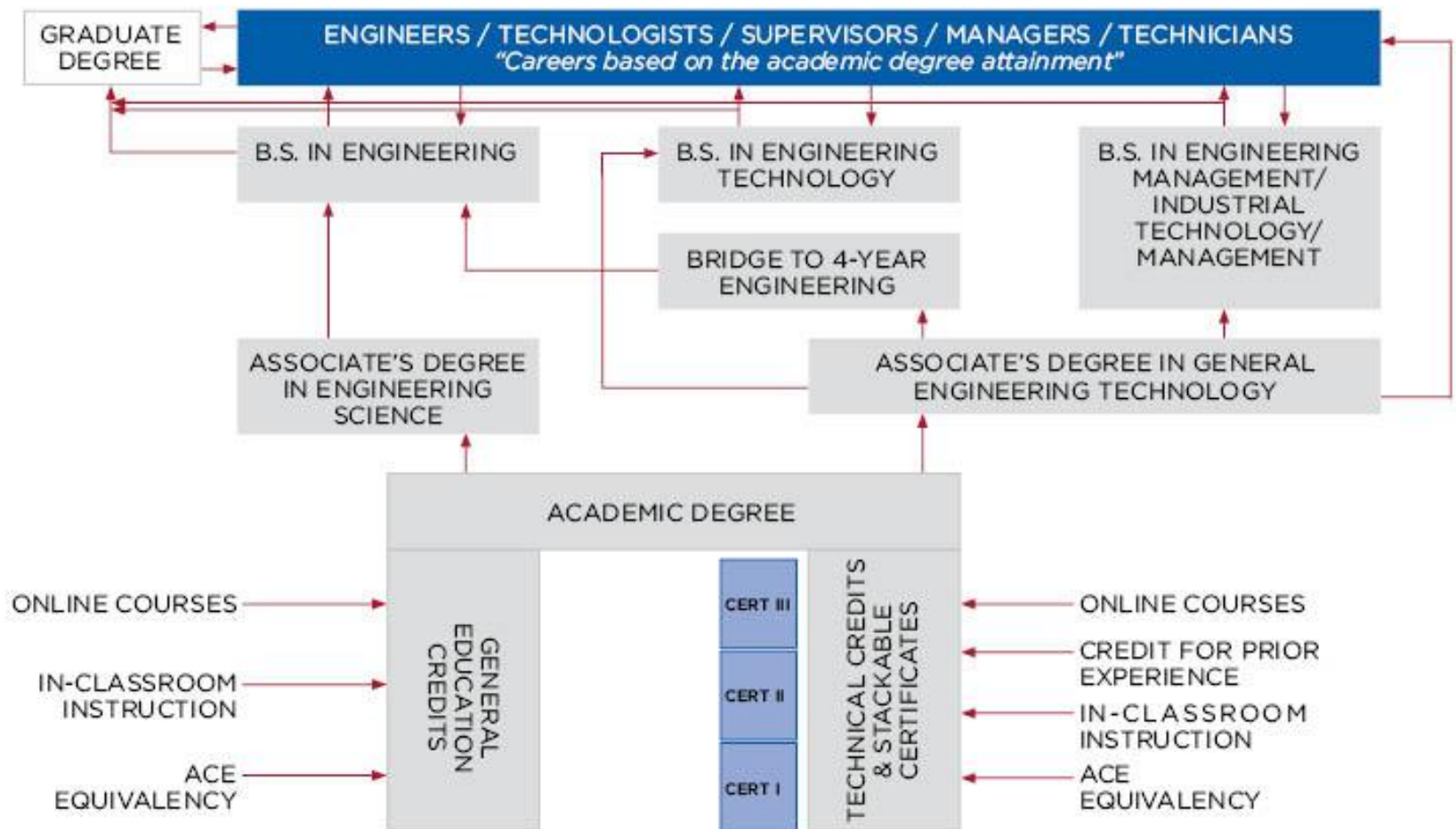
Veterans Transition Summit 1 : February 25, 2013

- Build early awareness of ETETE careers and the pathways that lead to them.
- Ensure academic recognition of service members' prior experience.
- Define and propagate supportive academic environments.
- Provide seamless support from government agencies, academic institutions and industry

Veterans Transition Summit II : May 1 - 2, 2014

- Highlighting successful partnerships among 2-year and 4-year degree granting institutions that support veterans' transition to engineering related careers
- Development of a preliminary framework, including effective articulation and advising documents, for efficient transition of veterans to engineering-related careers
- Commitment from attendees to advocate for the adoption of the proposed framework at their institutions and in their states

Career Pathways for Transitioning Veterans to Engineering Related Careers



Key Action Items

Institution/Government

- Form consortia of two-year and four-year colleges to compile best practices and share data
- Share common articulation mechanisms and standards; develop advisory panels comprising representatives of academic institutions, the military, and industry
- Develop an online offering of engineering requirements that could be fulfilled while on active duty
- Promote closer involvement of accrediting agencies in veterans' engineering education.

Military Service

- Disseminate early information about engineering opportunities
- Advertise availability of math and science courses
- Ensure advisors are aware of ways for alignment of military experiences with coursework
- Facilitate early contact with academic institutions
- Seek advice from vets who have successfully made the transition, via social networking and other means

Actions for Higher Education Institutions

- Supportive higher administration
- Offer math and science courses at military bases and/or advertise availability of online versions
- Provide veterans-specific guidance through the application process
- Provide veterans-specific advice on paying for higher education
- Appropriate courses at all levels of higher education
- Ensure mentoring, advising, and support for veterans while on campus
- Develop relevant internship, co-op, and research experiences
- Form consortia of two-year and four-year colleges to share best practices and data
- Develop local advisory panels of academic institutions, the military, and industry

AT&T Military and Veteran Initiatives

- A. Commitment to our Nation's Heroes
- B. Changing Landscape of Telecom Industry
- C. Military and Veteran Recruitment
- D. Record of Success
- E. Online Resources and Tools



- Commitment to our Nation's
Heroes

Dedicated to supporting active military personnel, veterans and their families.

Military personnel and veterans possess the skills we need and are an invaluable part of our workforce.

Enhanced company resources for military recruitment and hiring.



Changing Landscape of Telecom Industry

- Changing Social Landscape
- Changing Consumer Demands



- Changing products and services
- Shift to a Knowledge Based Global Economy



- Changing Workforce
- New types of jobs and skills



- Companies like AT&T Must Innovate and Change





Hiring Veterans

-  **5,000+**
*veterans hired since January 2013**
-  **55%**
*made their transition as technicians**
-  **New Goal: 10,000**
veterans and family members to be hired by 2018

*As of October 2014



• AT&T Military Career Site

www.att.jobs/military

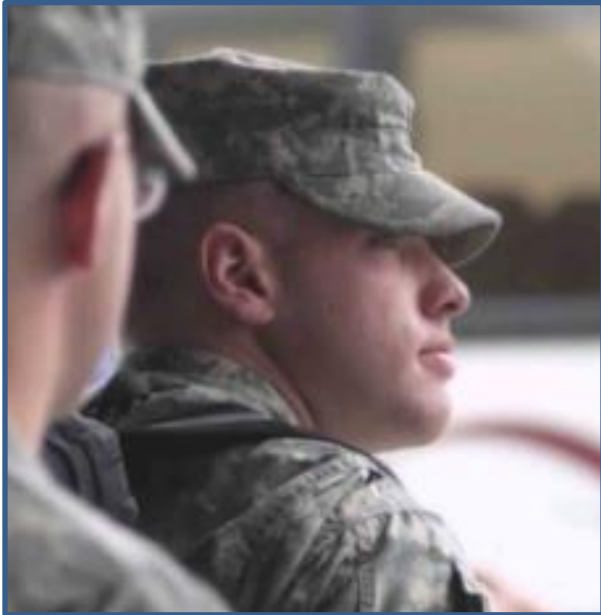


- Learn about life at AT&T
- Explore Career Opportunities
- Read testimonials from AT&T veteran employees
- Connect directly with veterans at AT&T through LinkedIn



• Military Skills Translator

att-veterans.jobs



- Search for job opportunities using military occupational job codes.
- Identify civilian jobs at AT&T that may be a good fit.



• Veteran Talent Network

veterans.att.jobs



- Veterans can participate in online video chat sessions directly with an AT&T Veteran.
- Receive job search advice through AT&T's Careers for Veterans program.
- Since 2011, nearly 3,000 veterans have received job search advice through the program.



• Nanodegree Scholarships



- Nanodegrees are an online certification program teaching entry-level software skills for job seekers and those looking to advance their high-tech careers.
- Udacity and AT&T are offering 20 Veteran scholarships in 2015.





Software Systems Academy



Target:
Active
Duty with
Exit Dates

Hybrid
Learning
Program
Partnered
with
Education
Institutions

Reassigned
to
Cohorts at
JBLM, Fort
Hood,
Camp
Pendleton

Deployed
by
Installation
Command
&
Education
Centers

College
Credit
Multiple
Learning
Modalities

Free MTA
& MCP
Certification
Exams

Career/Soft
Skills &
Industry
Mentoring
and
Project

Guaranteed
Interview
with
Microsoft
& Partners

Curriculum Type

Focus

Completion Expectations

Learning Paths – Multiple
Learning Modalities

Cloud Application Development
Server & Cloud Administration
DBA & BI Administration
Cloud Security Administration

Completion Certificate
College Credits
Associates Degree


Army Career Skills Program (CSP)

Why?

2011: President signs VOW to Hire Heroes Act, which expands transitioning Soldiers' training and education opportunities.



2014: DoDI 1322.29 "Job Training, Employment Skills Training, Apprenticeship and Internship" provides Soldiers an opportunity to participate in skills training.



2015: (In Progress) Army Directive 2015-XX will provide implementation guidelines for Army Career Skills Programs including six types of training opportunities.

Army Career Skills Program (CSP)

Army Directive 2015-XX - What Is It?

- Within 180 days of release from active duty, transitioning Soldiers may commence a CSP with Commander approval
- Below are a list of the six CSPs:

Pre-Apprenticeships	Apprenticeships	Employment Skills Training
Internships	On-The-Job Training	Job Shadowing

- CSP will not exceed 20 weeks
- Commander, Installation Management Command (IMCOM), is responsible for management and execution of all CSPs on installations
- Serves as an authorization document for implementing CSP and does not mandate their existence at every Army Installation



Army Career Skills Program (CSP)

Army Directive 2015-XX - What Is It Cont.?



- Provide transitioning Soldiers an opportunity to participate in skill training programs to improve their employment options
- Provide networking and connections essential to success
- Requires a high-probability of employment
- Provides Soldiers the opportunity to move into high-demand, highly-skilled jobs



Challenges:

- Harness the “Sea of Goodwill” without losing momentum
- Commanders must balance unit needs and CSP enrollment

Better Soldiers, Better Citizens

Army Career Skills Program (CSP) Benefits



Industry
Certifications,
On-The-Job
Training and
Apprenticeships



- Decreases Army UCX payments with high probability or guaranteed jobs/careers

- Soldiers, Families, and Communities support the Soldier for Life

- Ambassadors for Army

Synchronize
Garrison
Momentum for
Corporate
Partnership
Across IMCOM

Army
Career
Skills
Program

Higher
Education
Opportunities

Enterprise
Partnerships



Resources

VOW To Hire Heroes Act, Public Law 112-56 enacted 11/21/2011. Many government programs have been created to help with career transitioning such as the VRAP (Veteran Retraining Assistance Program), TAP (Transition Assistance Program) and the Job Training, Employment Skills Training, Apprenticeships, and Internships (JTEST-AI) for Eligible Service Members.

DoD Instruction 1322.29 includes policy, criteria, and procedures related to Job Training, Employment Skills Training, Apprenticeships, and Internships (JTEST-AI) for Eligible Service Members. Clear parameters with regard to service member eligibility, terms of training experience, and no cost to government agency. JTEST-AI experience must offer high probability of post-service employment with employer and offer enrollment at no cost or minimal cost to eligible service members.

Roundtable Presenters with E-mail Contacts

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