

Ohio Department of Veterans Services



ODVS Overview

Danny Eakins

Policy Administrator

Ohio Department of Veterans Services

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Federal Services

Disability / Pension
Medical Care
VA Cemetery / Burial
Caregiver / Survivor
Home Loan
Education



County Services

Claims Assistance
Financial Assistance
Transportation



State Services

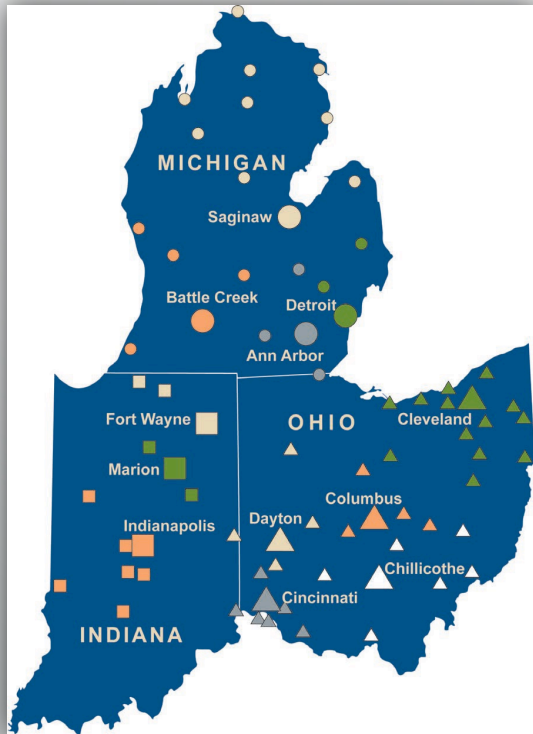
Employment Support
Scholarships / Tuition Waivers
Hunting / Fishing / Boating
Special License Plates
High School Diploma Program
Ohio Veterans Bonus

County Veterans Services Offices are local point of access

U.S Department of Veterans Affairs



- www.va.gov/directory/GUIDE/home.asp



VHA

- VISN-10 Central Office Cincinnati
- 5 x Medical Centers
- 33 x Outpatient Clinics
- 7 x Vet Centers

VBA

- Cleveland Regional Office (Claims Processing)

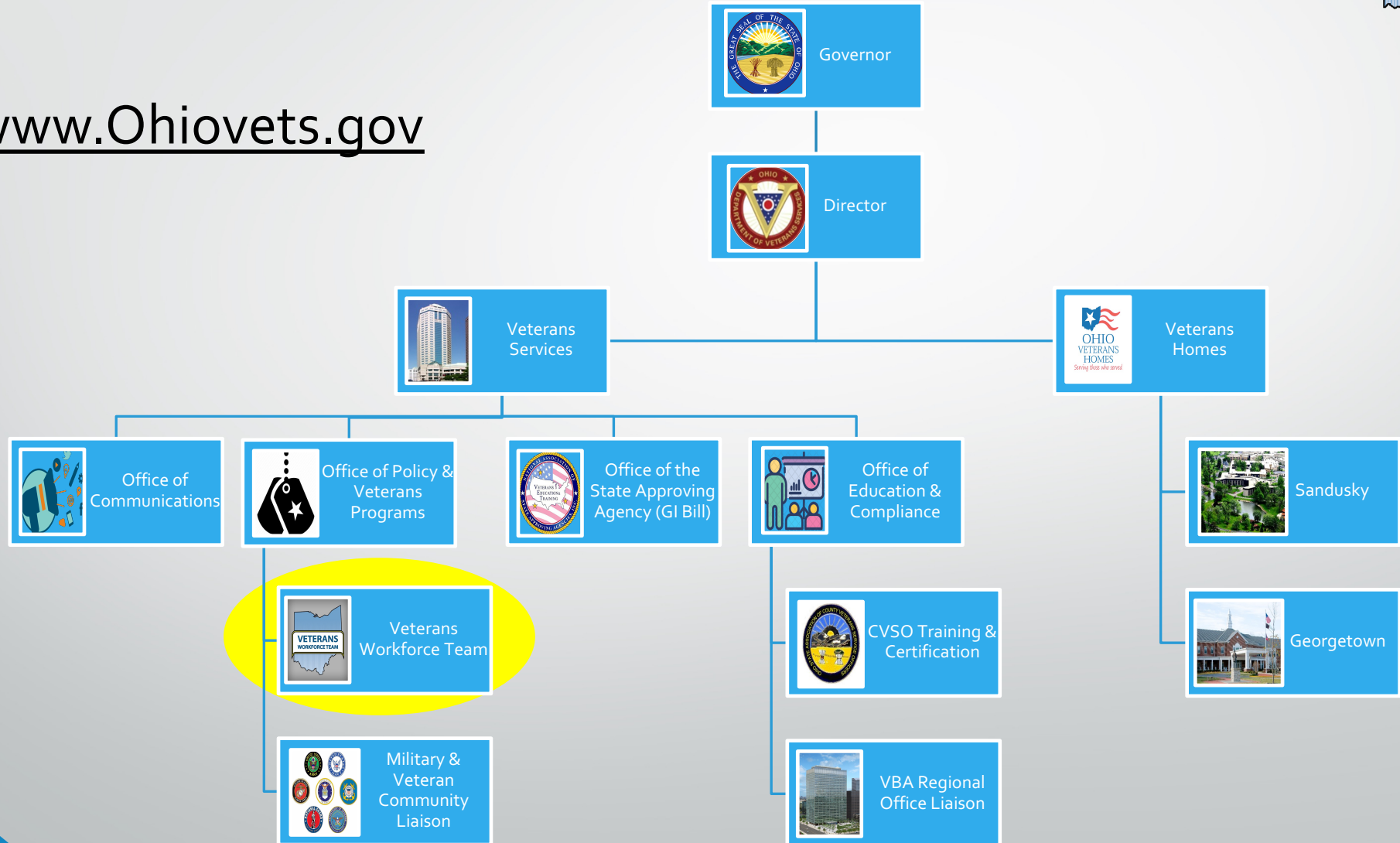
VCA

- Dayton National Cemetery
- Ohio Western Reserve National Cemetery

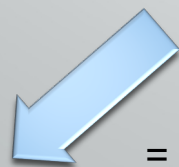
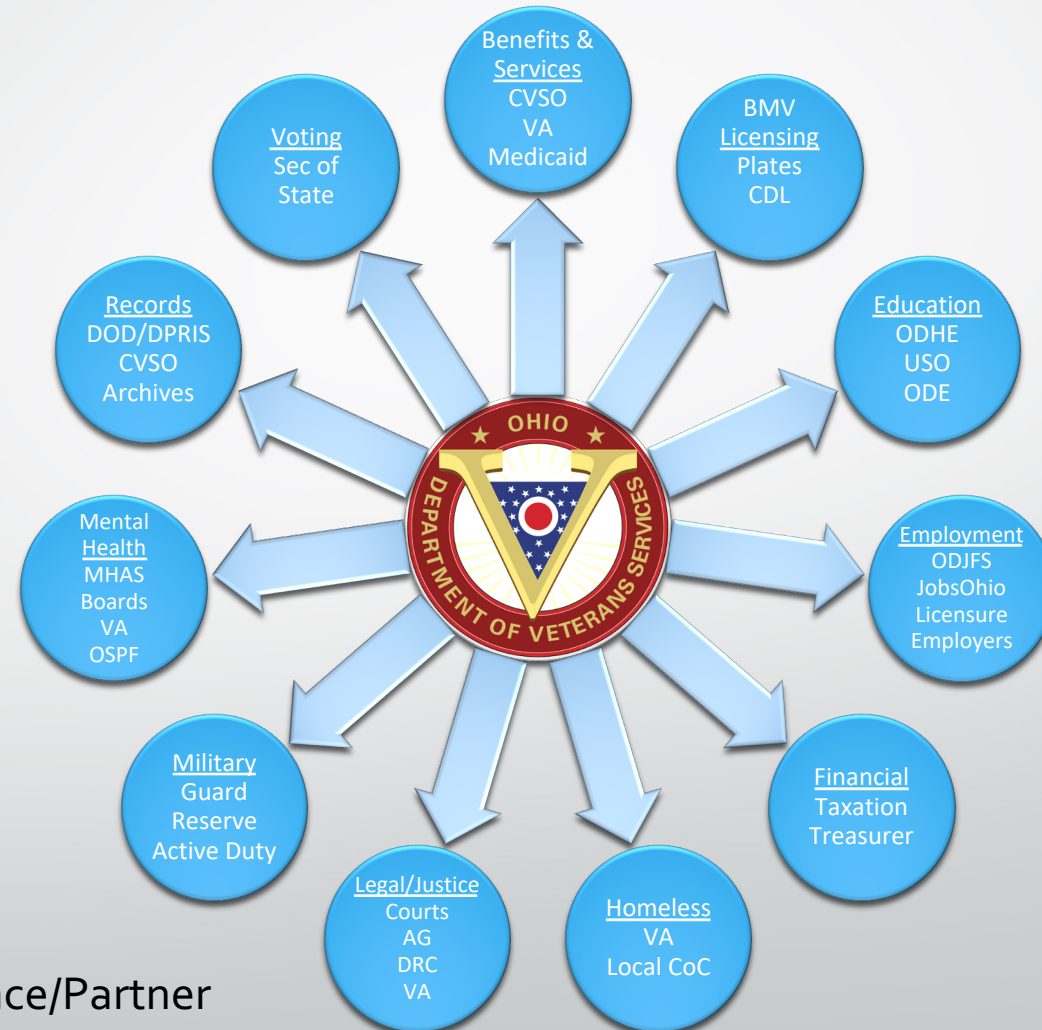
Ohio Department of Veterans Services



- www.Ohiovets.gov



Ohio Military/Veteran Service Network



= Educate/Engage/Influence/Partner

The Veterans Workforce Team

Ryan Blackburn

Manager, Veteran Workforce Development

Ohio Department of Veterans Services

Ryan.Blackburn@dvs.ohio.gov



What We Provide

- One-on-one or group training for employer human resources staff and senior management
- Support to veteran employee resource groups
- Connections to veteran applicants via OhioMeansJobs, National Guard Employment Enhancement Program, etc.
- Information for apprenticeship/OJT approval



The Ohio Department of Veterans Services provides customized training for employers interested in learning more about veteran employment.

The target audience for these training sessions are Human Resources, Recruiters & Hiring Managers.

Learn more about:

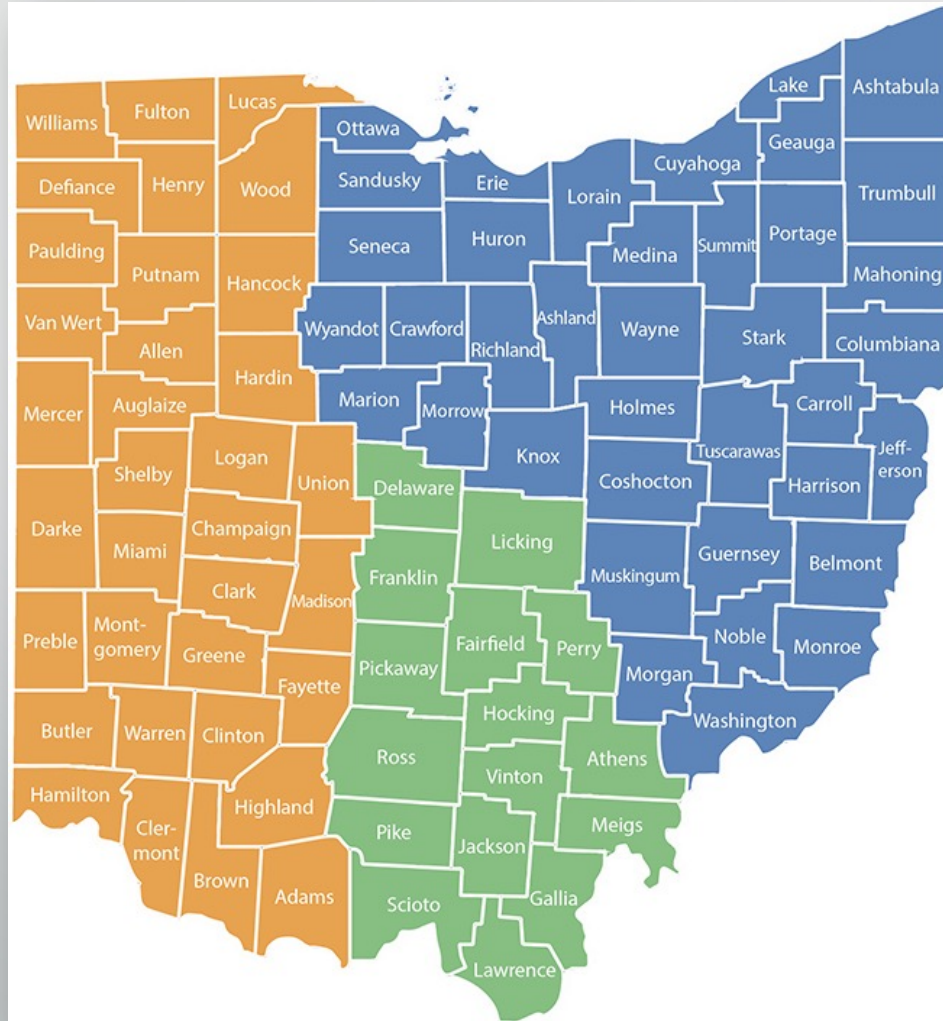
- *Military demographics*
- *Veteran hiring resources*
- *OhioMeansJobs*

For more information, contact Ryan Blackburn via phone or email
ryan.blackburn@dvs.ohio.gov
614-296-5892

gratitude.
Ohio
find it here:



ODVS Workforce Consultants



East

- Tiffany Chavers
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- 614-296-8548

Central

- Ryan Blackburn
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- 614-296-5892

West

- VACANT

Training Presentations




- Veteran Hiring Overview
- Military Culture
- Veteran Benefits and Resources
- Stereotypes and Myths
- Interviewing Veterans
- Mental Health
- Veteran Employee Resource Groups
- Managing Veterans
- Military Spouses




ODVS Workforce Website



 Department of Veterans Services

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[DVS](#) / [Jobs & Education](#) / [Veterans Workforce Team](#) / [Training Resources](#)



Training Resources

Jobs & Education

- Veterans Workforce Team
- State Approving Agency
- Jobs & Education Resources



The ODVS Veterans Workforce Team is recognized by the Society for Human Resource Management to offer Professional Development Credits.

[Contact us](#) to learn more about how these trainings can help strengthen your workforce.

Presentations

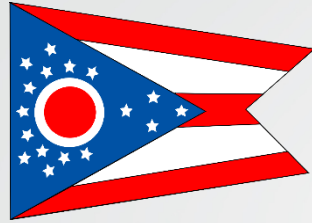
- Creating a Veteran Employment Process
- Interviewing a Veteran
- Managing Veterans
- Military Culture
- Military Spouses
- Understanding Veteran Mental Health
- Veteran Benefits and Resources
- Veteran Hiring Overview
- Veteran Stereotypes and Myths

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Section One: Veteran Demographics



Ohio Veterans: By the Numbers...



Ohio

- ~733,000 Veterans
- 6th largest in the country

National Veteran Unemployment Rate
3.9%
September 2021

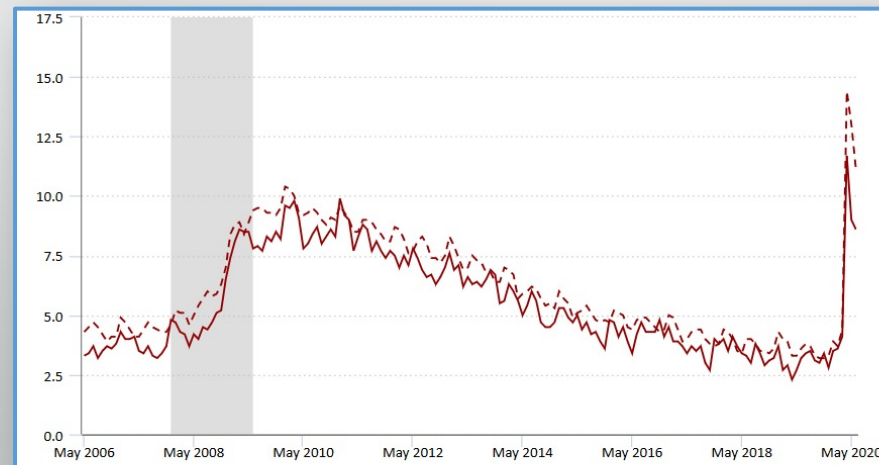
National Veteran Underemployment Rate
31.8%

Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



Historic National Veteran Unemployment Rate

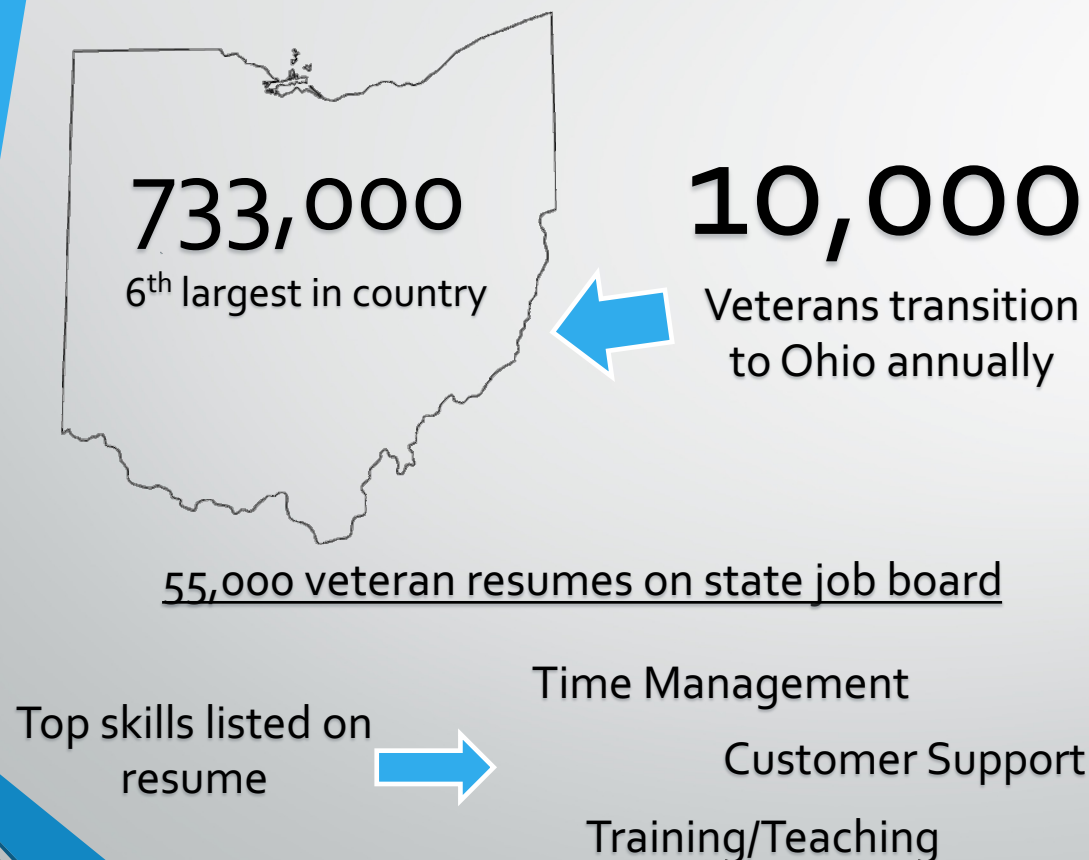


— Veterans
- - - Non-Veterans



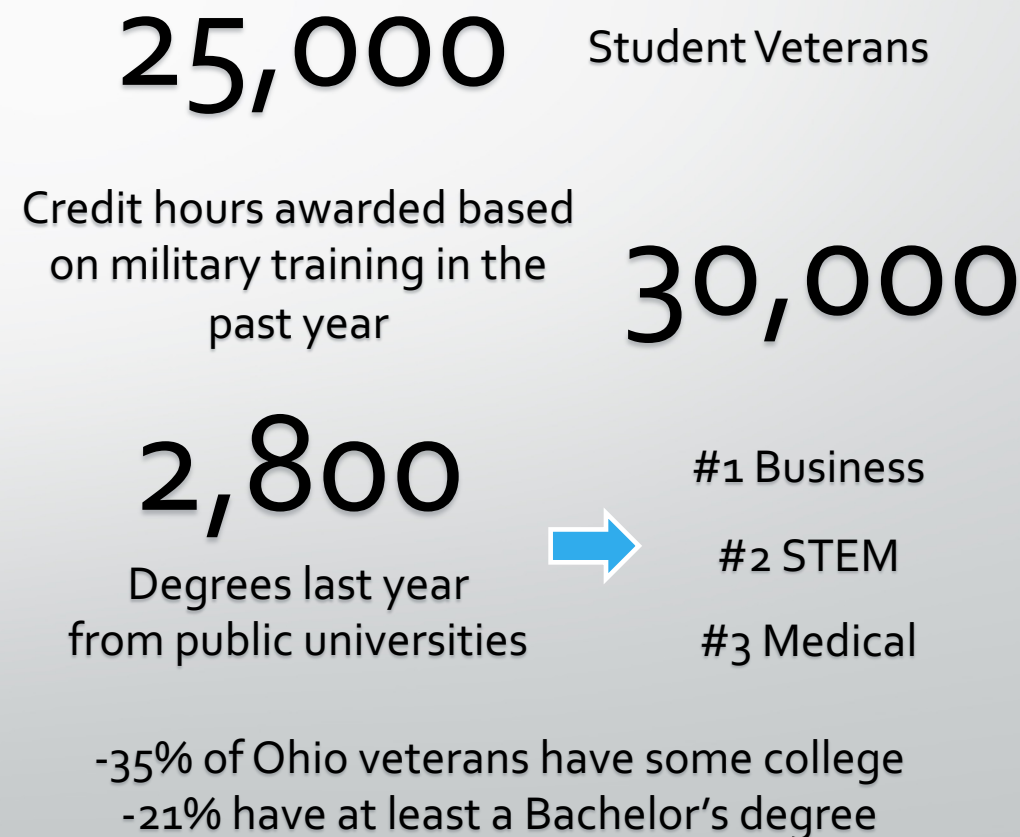
Ohio Veterans: By the Numbers...

Veteran Population



Sources: V.A. VetData, Bureau of Labor Statistics, Ohio Means Jobs, Ohio Department of Higher Education

Veteran Higher Education



Where are the Veteran Job-Seekers?



Ohio Means Jobs



Montgomery County

3,166

County Veteran Resumes

200+

Uploaded or updated in last 30
days within 50 miles of Dayton



Top 3 Skills Listed

Customer Support/Service
Training/Teaching
Time Management

Top 3 Education Levels

High School Diploma (813)
Some College 738)
Bachelor's Degree (575)

Tips for Ohio Means Jobs



- Register as a military friendly employer
- Events – attend OMJ job fairs & host events
- Use the military translator to your advantage
- Post your open positions; search resumes
- Veterans? Look for the red, white and blue V





Higher Education

- Every public university in Ohio has a veteran POC
- Transfer credits and certifications awarded for military service

23,000

Students currently
using the G.I. Bill

4,400

Students using ONG
Scholarship

1,000

Service members
using military TA



Ohio National Guard



- National Guard Employment Enhancement Program
 - Jobs with stability, long term opportunity, consistent employment, and high wages

16,000+

Members of Army/Air Guard

3,700+

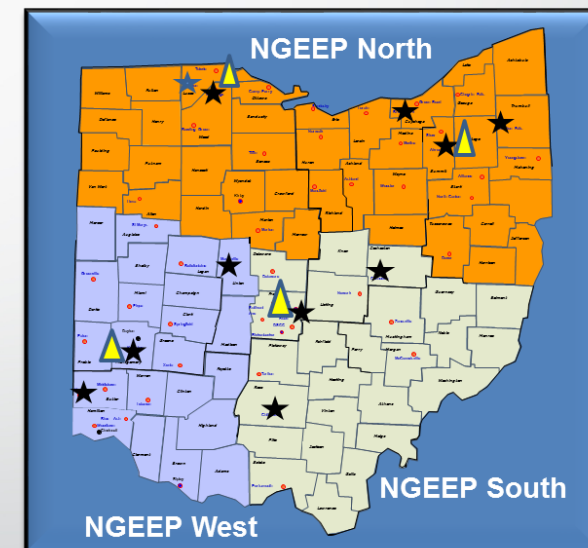
Clients assisted ('17)

2,700+

Employers outreached ('17)

700+

Placements/hires ('17)



Brad Moeller, Program Manager

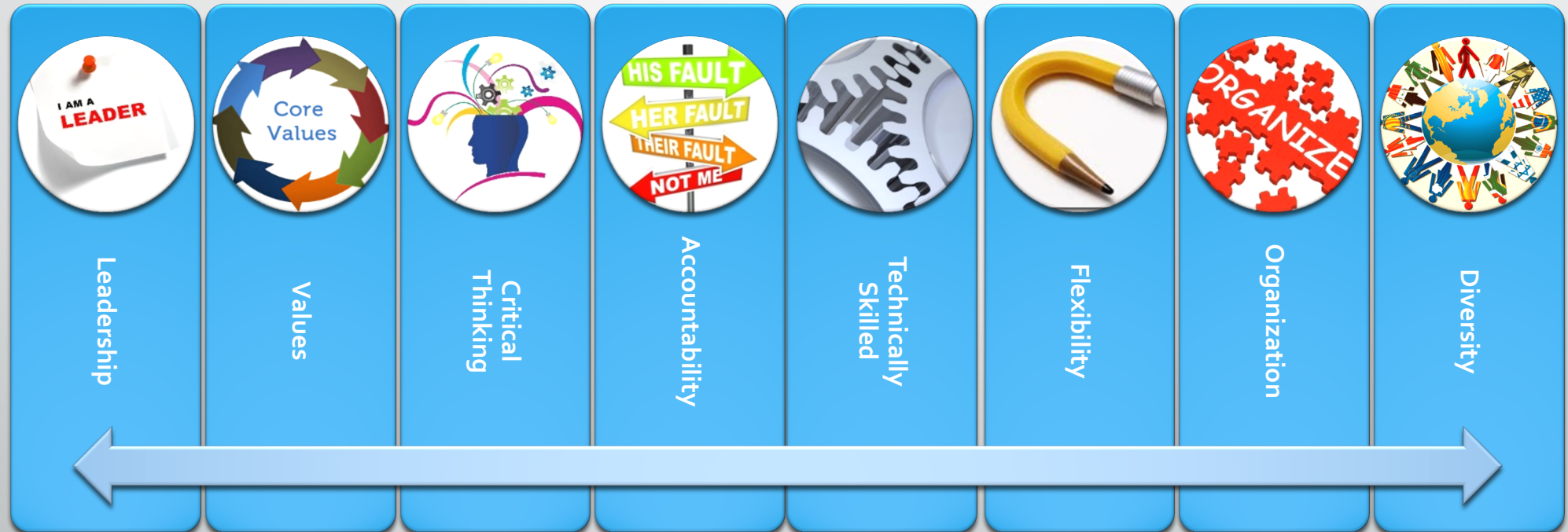
<mailto:bmoeller@interactivegov.com>

P: 937-638-9378

Section Two: The Veteran Hiring Process



Why Hire a Veteran?



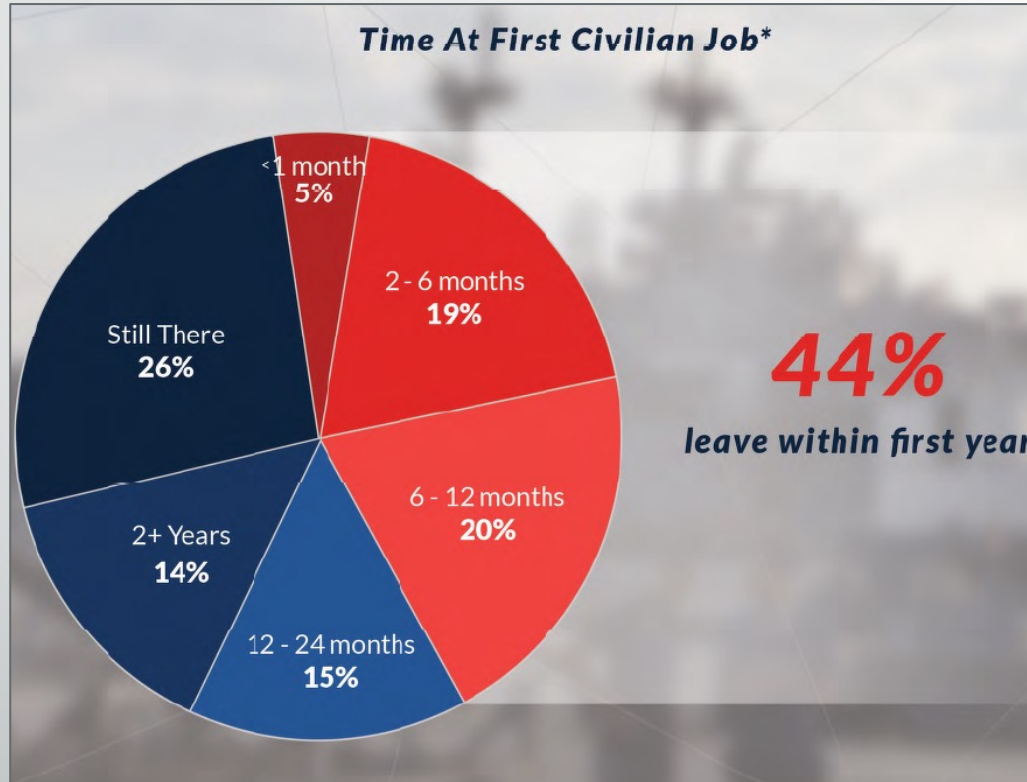
The Veteran Hiring Process



- Veteran hiring initiatives
- Recruiting strategy
- Job posting
- Interview, assessment and decision process
- Onboarding
- Veteran Employee Resource Group

**WE'RE
HIRING!**

Retention



Reasons for Leaving within First Year	
I accepted a job offer to make ends meet following my transition from the military, but wanted something else	31%
I found a better job	30%
Job was not what I thought	19%
Difficulty relating to civilian colleagues	16%
Difficulty relating to company	14%
Position was terminated/laid off	12%

Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

Retention



Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

DoD SkillBridge



- Opportunity to connect with transitioning service members
 - 180 days from separation
- Bridge the military-civilian divide
- Employers can:
 - Leverage highly trained talent
 - Access a skilled workforce
 - Assist soon-to-be veterans
 - Participate at no cost

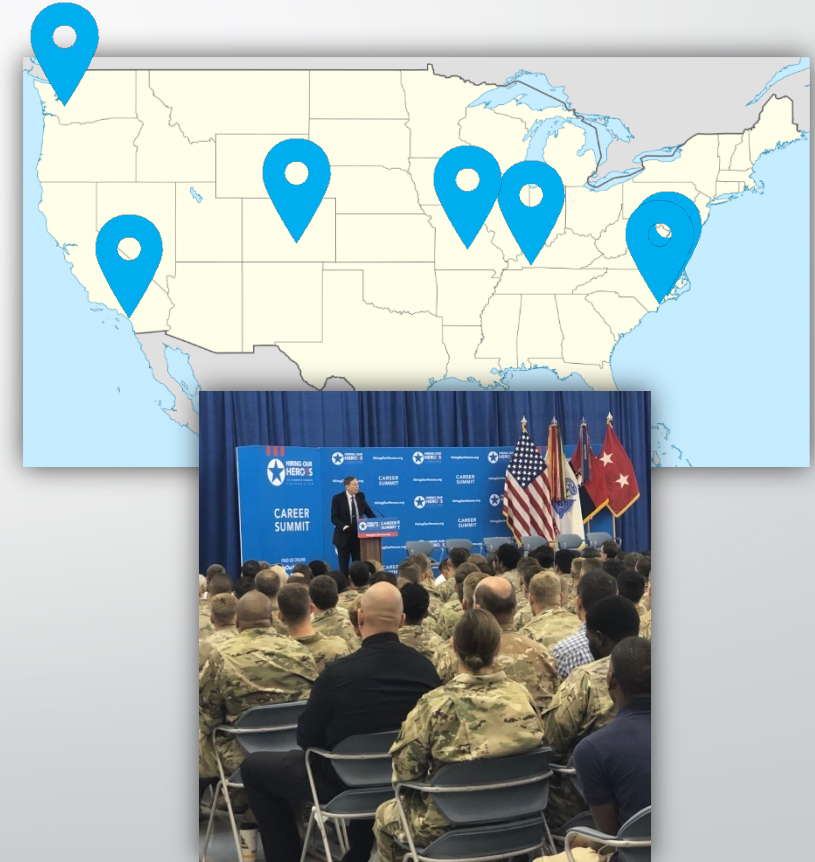


<https://dodskillbridge.usalearning.gov/index.htm>

Attracting Veteran Talent to Ohio



- Talent Attraction Initiative
 - JobsOhio, ODJFS, TourismOhio
 - Attend transitional career summits at large military installations throughout 2022
 - Market Ohio as a destination to 35,000+ soon-to-be veterans
- Make Ohio the premier destination for veterans and military families



Fort Campbell Career Summit - 2019

Medallion Program



- Department of Labor annual recognition program
 - 16 Ohio employers awarded in 2018
 - 19 Ohio employers awarded in 2019
 - 25 Ohio employers awarded in 2020
- Small, medium, and large employer criteria
- Platinum and Gold awards
- [HIREVets.gov](https://hirevets.gov)



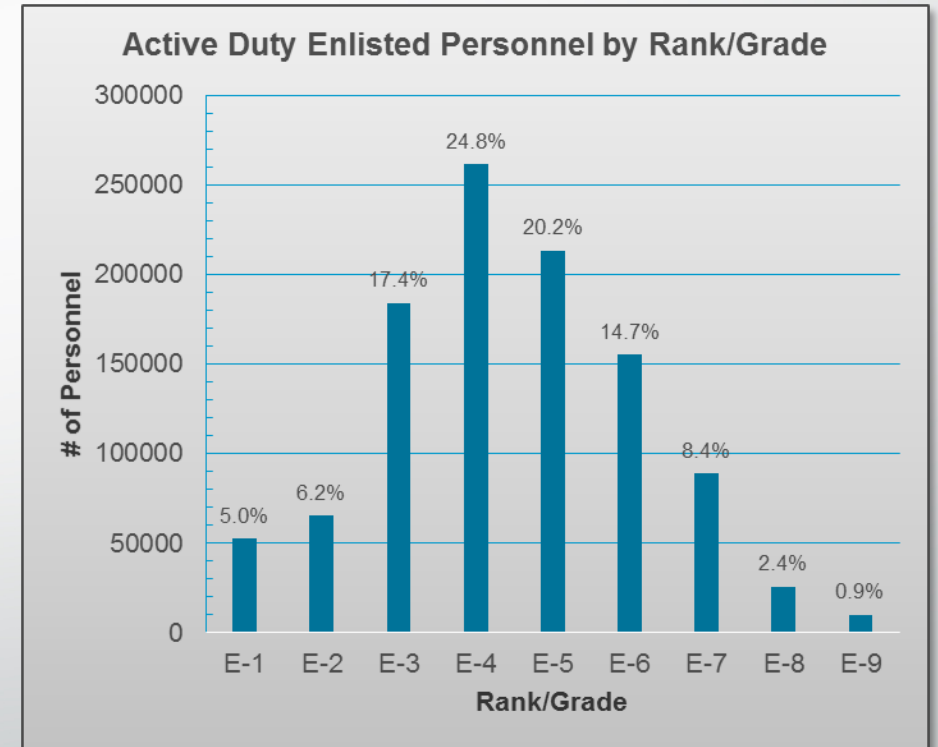
Section Three: Military Culture



The Enlisted Force



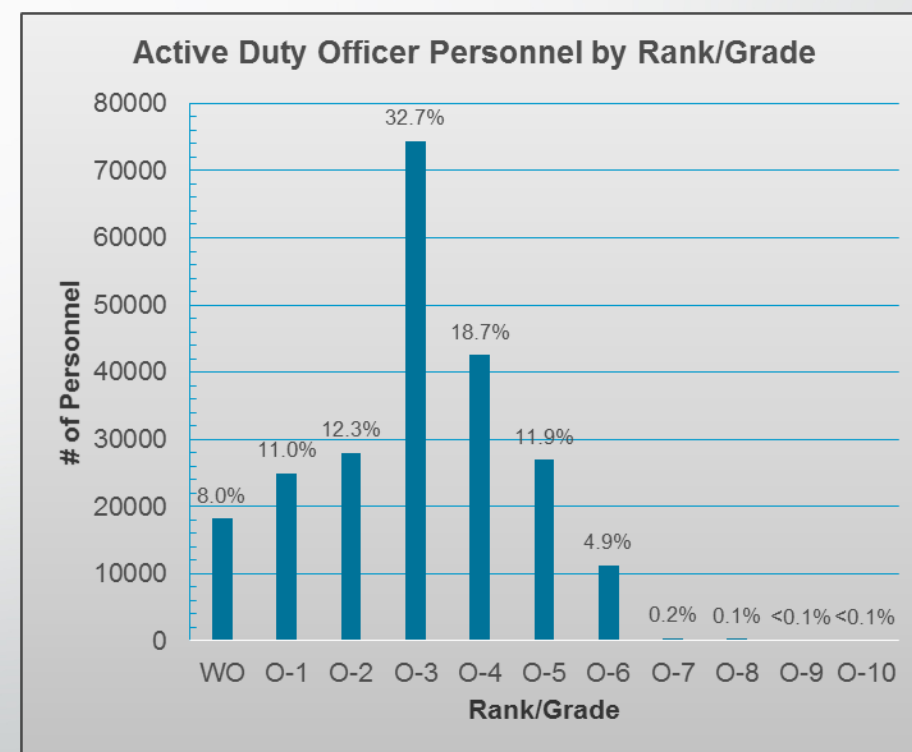
- 83% of veteran applicants come from enlisted ranks
- “E-” designation from 1-9
- E-4/E-5 are non-commissioned officers
- High school diploma





The Officer Ranks

- “O-” designation from 1-10
- 63% are O-3 thru O-5
- Only 0.39% are Generals
- 83% have at least a Bachelor’s degree
- Commissioned through:
 - Military academy
 - Reserve Officer’s Training Corp
 - Officer Candidate School



Military Occupational Specialty (MOS)



- Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.
- MOS: Used by Army, Marines and Coast Guard
- AFSC: Air Force Specialty Code
- NEC: Naval Enlistment Classification



Areas of Skills/Training



Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
Total	391,120	246,696	31,000	162,795	268,301	1,099,912	100.0%

SOURCE: U.S. Department of Defense, Defense Manpower Data Center

"The Trusted Voice for Veterans"



Resume Examples – The Good

Highly motivated retired military officer, who has served overseas in combat divisions in critical and demanding command and staff positions. Successfully completed tour of duty as a Tank Company Commander, 2nd Infantry Division, Korea. Performed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for **attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.**

Professional Experience

Mission Command Center of Excellence (MC CoE)

2009-2014

Assistant Chief of Staff (Major)

Fort Leavenworth, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control, and other duties. Additional duties include:

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.

leadership

communication skills

attention to detail

integrity

decisions in high stress and hostile environments



Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- **Conducted other duties as directed by immediate supervisor.**

Commander, 2nd Infantry Division, Korea. Performed contract work in Iraq and Kuwait as a Senior/Lead

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.

Professional Experience

Mission Command Center of Excellence (MC CoE)

2009-2014

Assistant Operations Officer (Major)

Fort Leavenworth, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control Officer, Secure Communications Room Manager, and Supply Officer, among other additional duties.

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- **Conducted other duties as directed by immediate supervisor.**



Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.**

Translation:

Trained personnel on vehicle operation, automotive and electrical system maintenance procedures

Commanded Mission Control center to perform critical daily tasks and issued directives for key staff

Additional duties included Logistics Manager and training/mentoring civilian employees in workspace

Section Four: Military Spouses



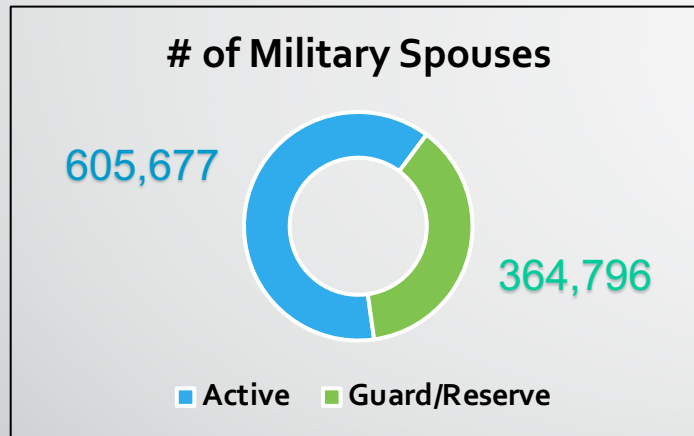


Military Spouses

- 975,000+ military spouses
 - 24% unemployed
 - 31% working part-time
- Very diverse community
- Recruiters need to understand gaps in employment
 - Status of Forces Agreement
- Hire the spouse – you may eventually get the veteran

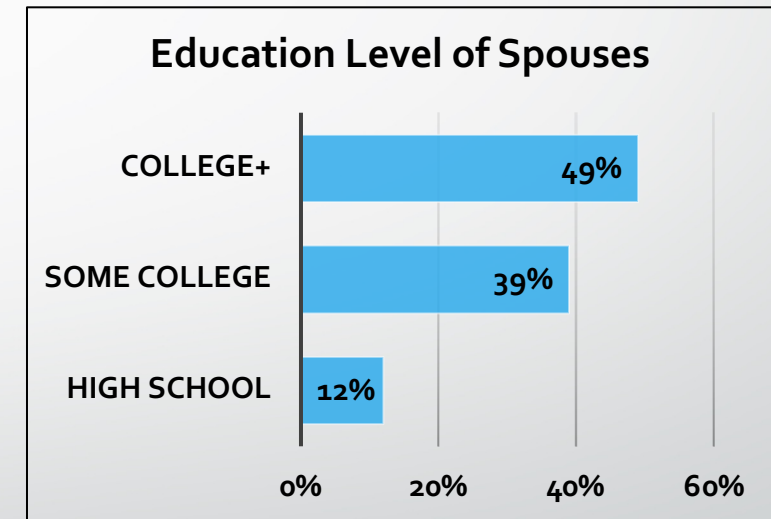
The high spouse unemployment rate “compromises the quality of life of military families and the readiness of the military force.” - Pentagon Spokesperson (June, 2018)

Who are the Military Spouses?



92%
FEMALE

31.5
AVG AGE



Military Spouses



- Ways to Connect
 - U.S. Chamber of Commerce Hiring our Heroes/MSPN
 - #DiscoverTheTalent
 - Military Spouse Economic Empowerment Zone
 - DoD Military Spouse Employment Partnership
- Include in veteran hiring programs
- Highlight on social media

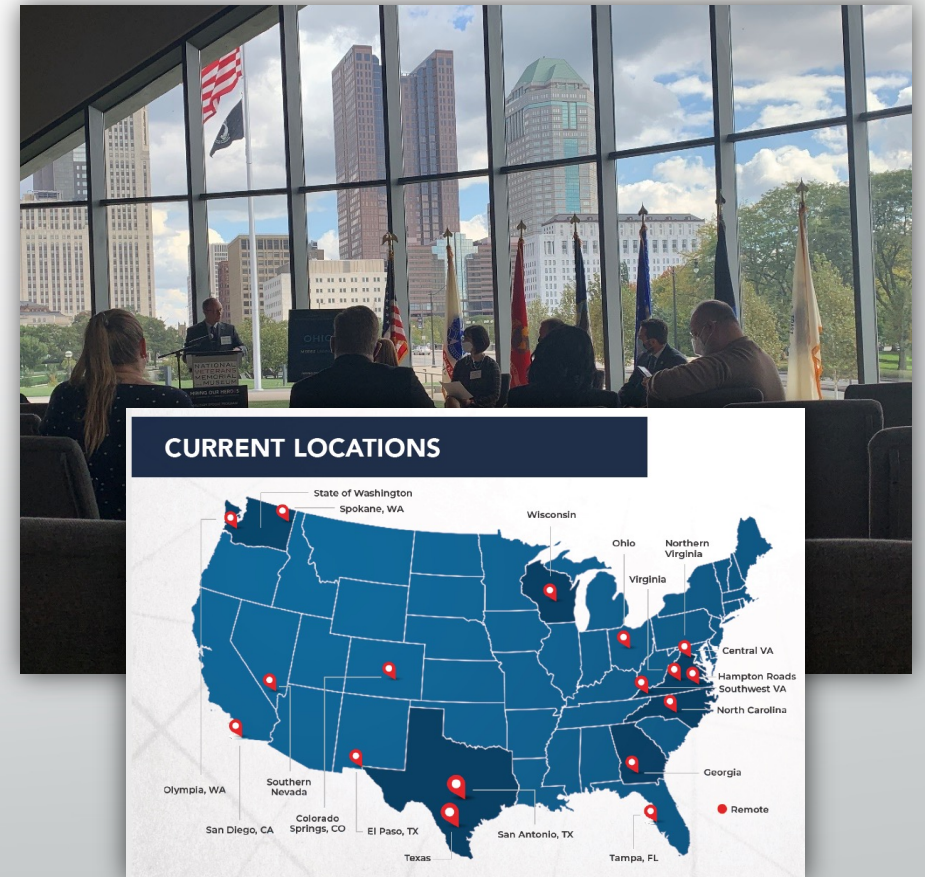


MAY 7TH – MILITARY SPOUSE APPRECIATION DAY

Military Spouse Economic Empowerment Zone



- Ohio launch in October 2021
- Designated areas that develop workforce solutions for military spouses at the grassroots level
- Hire
- Train
- Advocate



"Hiring a veteran brings so much to your company: experience, leadership skills, and a great work ethic for starters."

– Ohio Governor Mike DeWine



Questions?

workforce@dvs.ohio.gov

