



U.S. Department
of Veterans Affairs

7th Annual Veterans Summit - Ohio

Lean Forward: Employment and Housing Support for Veterans

Employment Services – Panel Facilitated by

James Kennelly, LISW-S

VISN 10 Network Homeless Coordinator

November 18, 2021



Employment Topic Panel

VHA Mental Health Residential Rehabilitation Treatment Program (MHR RTP) – Ryan Faulkner, Psy.D., Cincinnati VAMC

VHA Vocational Rehabilitation and Employment Services – Chelsea Judson, CRC, VA COHCS FMFC

Serving Veterans – Zach Ludi, Ohio JFS

The Overwatch Partnership – Jon Rust, Board Secretary, The Overwatch Partnership



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VHA Mental Health Residential Rehabilitation Treatment Programs (MHR RTP)

Cincinnati VA Medical Center

Ryan Faulkner, Psy.D.

Director, Domiciliary Care for Homeless Veterans (DCHV)

Director, Veterans Justice Outreach (VJO)

VA Mental Health Residential Rehabilitation Treatment Programs (MHR RTP)

- Residential treatment is an intermediate level of care between outpatient services and inpatient services
- Residential treatment is more intensive than outpatient or an IOP level of care
- Veterans admitted to RTP's reside in the program while receiving treatment
- Residential programs are voluntary and are not locked units
 - Unless the patient is an imminent risk to self or others, staff cannot prevent them from discharging if they choose to do so
 - Staff cannot guarantee a specific length of stay



VHA Residential Treatment

- Many VA facilities throughout VISN 10 have residential programs
- RRTP's often have a specific treatment focus-
 - SUD
 - PTSD
 - Homelessness
 - SMI
- VA facilities with RRTP's do not necessarily have all specialty types at each facility



Residential Admission Criteria

- Cannot require a higher level of care (i.e., medical or psychiatric)
- Have tried less restrictive treatment (i.e., unsuccessful with outpatient and/or IOP)
- Lack stable lifestyle or living arrangement for recovery
- Require structure and support of the residential setting
- Do not pose imminent risk of harm to self or others
- Must be capable of basic self-care and ADL's
- Have identified treatment goals that can be met by the residential program



Common Presenting Problems

- Veterans requiring residential treatment often have complex presenting problems
- Typical patients may have-
 - Addiction
 - Mental health conditions: Depression, Bipolar, Anxiety, PTSD, Psychosis, Personality Disorders, high risk for suicide
 - Untreated medical conditions
 - Current and past legal issues
 - Lack of education, training, limited job experience
 - Debt
 - Lack of social support, estranged relationships
 - Multiple prior treatment episodes



Residential Treatment Services

- Depending upon the specific RRTP, a variety of staff disciplines and treatment services work within an interdisciplinary treatment team to address the presenting problems of the Veterans
- Typical treatments may include-
 - Individual and Group psychotherapy
 - Psychoeducation classes
 - Psychiatric care
 - Medical care
 - Vocational counseling
 - Peer Support services
 - Recreational therapy
 - Recovery meetings
 - Financial management
 - Case management
 - Work therapy





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VHA Vocational Rehabilitation and Employment Services

VA Central Ohio Healthcare System

Chelsea Judson, CRC

Program Manager

VHA Vocational Rehabilitation

Homeless Veterans Community Employment Services

Homeless Veterans Community Employment Services

Mission:

To provide employment services and resources to Veterans participating in Veterans Health Administration (VHA) homeless programs in order to increase access to permanent housing and improve housing stability. This is accomplished both through the provision of direct services and by providing a bridge to employment opportunities and resources in the local community.



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Homeless Veterans Community Employment Services

- Employment services support veterans in overcoming barriers to return to work:
 - gaps in work history
 - lack of references
 - lack of transportation and/or appropriate clothing
 - history of justice involvement
 - co-occurring substance use and/or mental health concerns.
- The Community Employment Coordinator (CEC) improves employment outcomes through the development of community-based employment opportunities and partnerships with both VA and non-VA employment programs.



VHA Vocational Rehabilitation

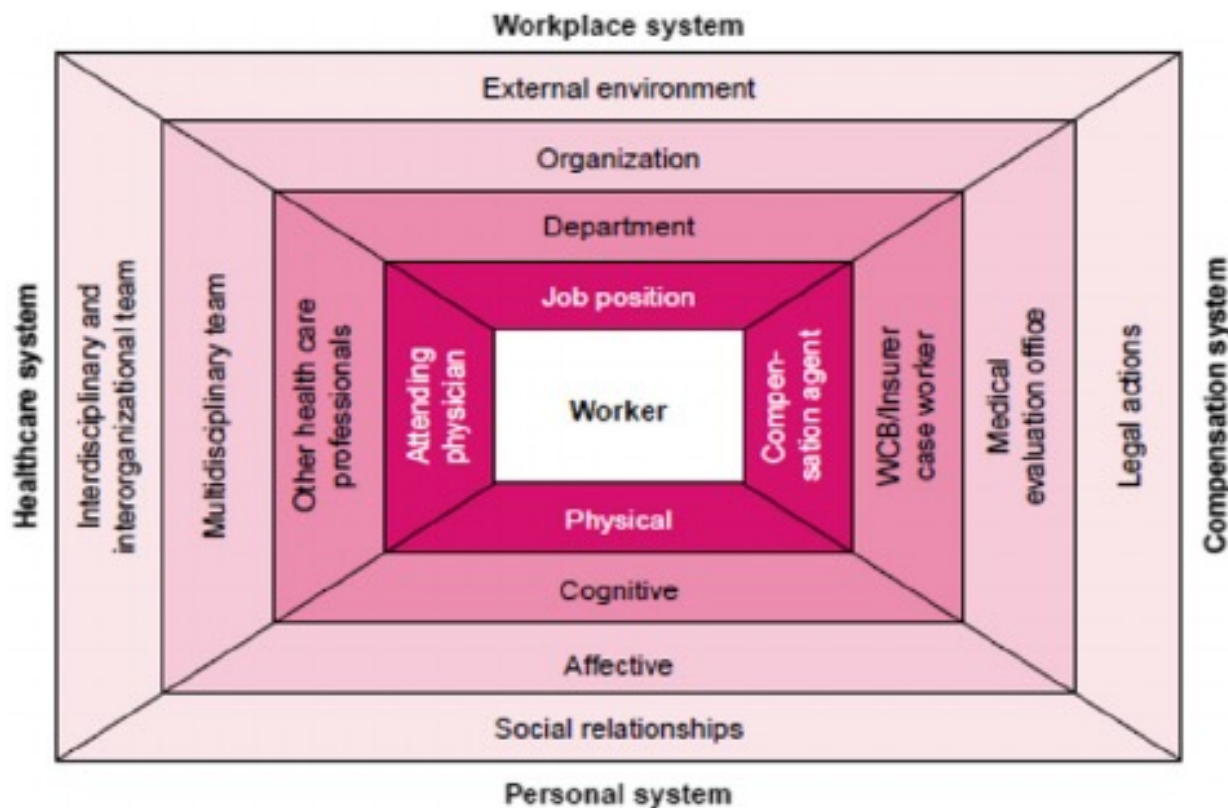
- Part of VHA's Office of Mental Health and Suicide Prevention
- Provides clinical vocational rehabilitation services to assist Veterans living with mental illness and/or physical impairments to obtain and maintain meaningful employment
 - Highly integrated with a Veteran's clinical treatment team
 - Service models range in intensity, determined by clinical need



VHA Vocational Rehabilitation

- Intensive program rooted in recovery principles
 - Core belief that any Veteran who wants to work can successfully do so with the right supports
 - Assigned a Vocational Rehabilitation Counselor or Vocational Rehabilitation Specialist
 - Small caseload size, frequency of contact is based on individual need (typically meeting weekly or biweekly)





- Vocational counseling
- Vocational assessment
- Goal-setting and treatment planning
- Benefits Advising
- Community Integration
- Advocacy
- Job analysis, development, and placement
- Reasonable accommodations and assistive technology
- Referral and service coordination



VHA Vocational Rehabilitation Service Models

Compensated Work Therapy (CWT)

- *CWT/Supported Employment*
- *CWT/Community-Based Employment Services*
- *CWT/Transitional Work*
- *CWT/Supported Self-Employment*
- *CWT/Supported Education*

Vocational Assistance





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**Knowledge and
Resources to
Help Support
Ohio's Military
Veteran
Community**

Serving Veterans: Employment

Zach Ludi, Ohio Job and Family Services

Serving Veterans

OhioMeansJobs Centers



A Proud Partner of the American Job Center Network

- ★ Serve as the initial entry point for everyone, including all veterans, in accessing services
- ★ Resource Room: computers, internet, fax machine, printers and phones to assist with job search
- ★ Workshops: e.g. Basic Computer Skills, Resume Writing, Career Exploration, Interviewing, Soft Skills, etc.
- ★ Job matching and referral, access to training programs, and Referrals to supportive services
- ★ Individualized Career Services: Career coaching and on-going case management support
- ★ Veterans, including national guard and reserve get priority of service – precedence over others

Find a center near you at OhioMeansJobs.com

Serving Veterans

Jobs for Veterans State Grant (JVSG)

Significant Barriers to Employment (SBEs)

1. A special disabled or disabled veteran; *includes veterans with pending VA disability claim
2. A homeless veteran
3. A recently-separated service member unemployed for 27 or more weeks in the previous 12 months
4. An offender currently incarcerated or released from incarceration;
5. A veteran lacking a high school diploma or equivalent certificate;
6. A low-income veteran
7. Veterans aged 18-24 year old
8. TSMs identified as in need of Individualized Career Services; or are wounded, ill, or injured and receiving treatment in Military Treatment Facilities or Warrior Transition Units; And the spouses or other family caregivers of such wounded, ill, or injured members
9. Vietnam Era veterans (February 28, 1961 to May 7, 1975)

Serving Veterans

Jobs for Veterans State Grant (JVSG)

Individualized Career Case Management Services:

- ★ Comprehensive assessment and development of an employment plan
- ★ Career coaching and guidance, utilizing local labor market information
- ★ Short-term prevocational services for career goals, which may include the development of learning and communication skills, interviewing skills, personal maintenance skills, professional conduct, resume skills, networking skills, & online job search skills, utilizing OhioMeansJobs.com search tool and its other features
- ★ Referrals to various federal, state and community programs
- ★ Job lead development and placement services
- ★ Follow-up services to ensure each placed veteran maintains employment successfully

Serving Veterans

Jobs for Veterans State Grant (JVSG)

JVSG & VA VRE Partnership

- ★ Partnership between ODJFS and U.S. DVA VBA Vocational Veteran Readiness and Employment (VR&E) program
- ★ VR&E refers veterans found entitled for VR&E services to ODJFS either for Labor Market Information (LMI) or in the Chapter 31 "Job Ready" Status (90 days from training completion or post-training)
- ★ DVOP must either provide career exploration LMI in veteran's desired career field (pre-training) or provide individualized career services leading to employment (post-training) and provide weekly reports



Department of
Job and Family Services

Serving Veterans

OhioMeansJobs.com

Ohio's premiere jobs site to help guide your career search to your next opportunity

- ★ View thousands of jobs
- ★ Post your resume
- ★ View resources and tools to help with career preparation, career skills, job search skills, and exploring career paths

The screenshot shows the OhioMeansJobs.com homepage. At the top, there's a navigation bar with links for 'For Job Seekers', 'For Employers', 'For Students', and 'News & Events'. A 'Live Chat' button and a 'Site Search' icon are also present. A red banner below the navigation bar contains a COVID-19 update from the Ohio Dept. of Health. The main section is titled 'Find Your Next Opportunity' and includes a search bar with a 'Search' button. Below the search bar, statistics are displayed: '154,175 Total Jobs Available', '83,400 Over \$50K Salary', and '3,200 Internships'. A 'Post Your Resume' button is also visible. To the right of the search bar is a large image of a person working. Below the search bar, there's a 'Sign Up' button and three featured services: 'Alerts on New Jobs', 'Personalized Experience', and 'Save & Report Progress'. At the bottom, there are two sections: 'For Job Seekers' and 'For Employers', each with a brief description and a right arrow.

OhioMeansJobs.com

For Job Seekers For Employers For Students News & Events

Live Chat Site Search My Profile

Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio. View More

Find Your Next Opportunity

Find a job, learn career skills, meet the requirements of your government benefits, and more on OhioMeansJobs.com

Search by job title, skill or company Search

154,175 Total Jobs Available 83,400 Over \$50K Salary 3,200 Internships As of Feb 26, 2021

Post Your Resume It only takes a few seconds

Get the Most Out of OhioMeansJobs.com

Sign up and create a profile to take advantage of all the perks.

Sign Up

- Alerts on New Jobs**
Save your job searches and be the first to know when new jobs open in your area.
- Personalized Experience**
Get articles, resources, tools, and job recommendations that are tailored to your needs.
- Save & Report Progress**
Upload your resume and cover letter, and train to increase your skills. Report your progress to your caseworker.

For Job Seekers

Post your resume. Search jobs or skills. Get best practices for your job search.

For Employers

Find top talent on OhioMeansJobs.com - a One Stop shop for Ohio-based companies.

Serving Veterans

OhioMeansJobs.com



OhioMeansJobs.com Veteran Transition Plan

- ★ Military affiliated users can take advantage of the Veteran Transition Plan in their profile to help successfully navigate their post-military transition
- ★ They can select tasks and measure progress to their post-military transition goals
- ★ Links to Military.com articles & OMJ tools; provide information to help complete each task

A screenshot of the OhioMeansJobs.com website showing the "Veteran Transition Plan" section. The page has a header with the site logo, navigation links for job seekers, employers, students, and news, and a user profile section for "Zachary Ludi". Below the header is a search bar with fields for job title, keywords, location, and a state dropdown. The main content area is titled "Veteran Transition Plan" and includes a progress indicator showing "0% complete". A table with columns for Activity, Note, Status, Date, Edit, and Delete is present, with a button to "Add my own activity" and a link to "Suggest more activities". A green button at the bottom says "FINISH AND GO TO PROFILE". A modal window titled "Add Suggested Activities | OhioMeansJobs" is open on the right, showing a list of activities with checkboxes. The "12-19+ Months" option is highlighted with a red box. Below the modal, there are links to "Organize Your Vet Career Path", "Check & Update Your Health Coverage", and "Make Sure You Understand Your GI Bill & Tuition Benefits".

Serving Veterans

OhioMeansJobs.com



OhioMeansJobs.com Military Priority of Service

- ★ When employers search for resumes using keywords, veterans with an uploaded resume matching any of those keywords will appear 1st with a Red, White, and Blue letter "V"

☐ **Experienced Welder**

US-OH-BUTLER	Resume Updated	12/16/2017	<div>High Keyword Match</div> Add to folder Block Resume View candidate
Welder, PACS Industries	Source	Monster, Diversity, OhioMeansJobs	
Weld products according to blue print specifications. Mig Welded Steel, Stainless, and Flux Core. Use of Iron Worker, Band Saw, Tow Motor, Plasma Cutter, Torch. Also have experience in Stick Welding.	Highest Education	Some High School Coursework	
	Target Job Title	Welder	
	Desired Status	Full Time	
	Desired Job Type	Employee	
	Desired Salary	0 - 25,000 USD/yr	
	Relocation	Won't Relocate	
	Authorization	US	

- ★ *We recommend to renew a OhioMeansJobs.com resume every 30 days*

Serving Veterans

OhioMeansVeteranJobs.com

- ★ Professional Licenses & Certifications
- ★ Education and Training for Military Service
- ★ Find a Military-Friendly Employer
- ★ Military Skills Translator
- ★ Starting a Business
- ★ Transition from Military Service
- ★ Uniformed Services Employment Rights



Follow & share our OMVJ [Facebook](#) & [Twitter](#) feeds (@OMVetJobs) for veteran employment events & information



[For Job Seekers](#) [For Employers](#) [For Students](#) [News & Events](#)



Live Chat



Site Search



[My Profile](#)

! Get the latest information about COVID-19 from the Ohio Dept. of Health on Responsible RestartOhio. [View More](#)

[OMJ \(OhioMeansJobs\)](#) / [For Job Seekers](#) / [Build Your Career](#) / [Military Service](#)

Military Service Career Center

Transitioning to civilian life can be challenging. Veterans in Ohio have an edge in finding their next career. Find tools to help you succeed in your job search.

[Read More](#)



Office of Workforce Development Workforce Services

Serving the Employment Needs of Ohio's Veterans

For More Information:

1-888-296-7541

OhioVetsFirst@jfs.ohio.gov

www.OhioMeansVeteranJobs.com

Follow us on Twitter @OMVetJobs below for events and information





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Transitioning Veterans
Support

▶ The Overwatch Partnership

Jon Rust, Co-Founder, The Overwatch Partnership

Objectives

- Provide an overview of the challenges facing Veterans transitioning from military service
- Review opportunities to better support and engage Veterans in Central Ohio.
- Provide an overview of the mission, approach, and impact of The Overwatch Partnership.

Challenges Facing Transitioning Veterans

- 64% of veterans experience a **difficult transition** to civilian employment^{1,2}
- 69% of veterans consider **finding employment** after the military to be their greatest challenge¹
- 33+% of Veterans report being **underemployed**³
- Civilian-Military divide: vet representation in private sector executives has **fallen from 60% in 1984 to 6.2% in 2014**⁴
- Ohio has the 6th highest number of veterans of any state, with thousands of veterans leaving active duty each year

1 - Prudential Veterans' Employment Challenges Survey

2 – Blue Star Families Military Family Lifestyle Survey

3 – LinkedIn Veteran Opportunity Report

4 – Lost in Translation: The Civilian-Military Divide and Veteran Employment

Veteran Underemployment

- Between 1/3 to 2/3 of Veterans are considered to be underemployed, significantly higher than non-Veterans^{1,2}
- Challenges related to underemployment
 - 86% of veteran respondents said deciding what career path to choose was the most difficult transition challenge
 - Other top transition challenges include lacking required education/certifications and translating military skills⁵
 - Only 45% of Veterans remain at their first job for more than 2 years² but Veteran retention is higher throughout their overall career
 - Veterans are 70% more likely to take a step back in seniority¹

Underemployment: fulltime work that is, either objectively or subjectively, below a given employee/veteran's education, experience, or comparable compensation level²

1 – LinkedIn Veteran Opportunity Report

2 – “Challenges on the Homefront” (ZipRecruiter)

3 – Blue Star Families Military Family Lifestyle Survey

4 – US Chamber of Commerce Veterans in the Workplace Survey

5 – IAVA 2019 Member Survey

Opportunities to Better Support & Engage

- Transition “boot camps”
 - Resume prep & skills translation
 - Interview coaching
 - Free offerings of in demand technical certifications
- Mentoring & networking programs
 - Pair transitioning Veteran with mentor aligned to career interests
 - Provide networking opportunities
- Onboarding, retention / engagement
 - ARGs/BRGs
 - Veteran & Leader onboarding training & materials
 - Onboarding “buddies”, mentoring, networking
- Veteran hiring process improvements
 - Talent acquisition & hiring manager Veteran skills translation training
 - Engage Veterans associates in application/resume review & interviews



[Launch to the OWP Overview Video](#)



Our Mission

The Overwatch Partnership (OWP) provides Veteran transition resources to the veteran community and supports local veteran hiring advocacy efforts. We improve the transition to civilian employment for local veterans, student veterans and retiring service members by providing a Mentor and Talent Specialist to enhance their career development and create a community network of support.



Our Solution

We provide three main services—**Talent Specialist Advising, Mentorship, and Interview Preparation**

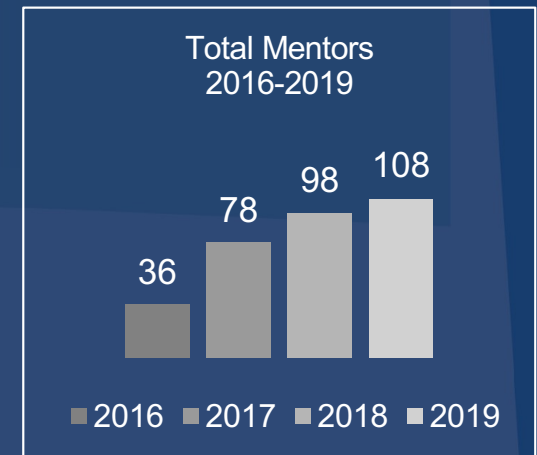
Each Veteran is matched up with a local Talent Specialist for resume review & coaching, an industry-specific Mentor, and a partner at Improving Interviews, to provide individualized support.

By The Numbers

We have a diverse and talented group of Mentors and Mentees:

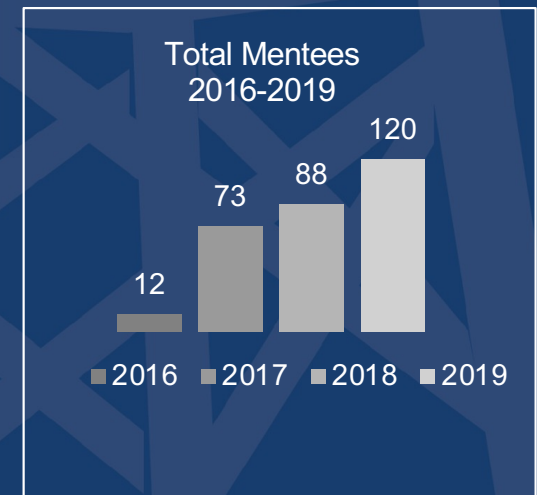
108 Mentors

- 80% male / 20% female
- 64% veteran / 36% non-veteran
- Average 17 years of civilian workforce experience
- Employers include: AEP, Huntington, Nationwide, Nationwide Children's Hospital, Cardinal Health, Chase, NiSource & others



120 Mentees

- 80% male / 20% female
- 4% high school graduates / associates degree
- 41% currently enrolled in college, seeking a degree
- 55% college graduates or pursuing a graduate degree
- Countless mentees placed in a job or internship through OWP since our founding



100%

of Mentees would **recommend our program** to a fellow veteran

88%

of Mentees indicated that OWP has **developed their professional network**

83%

of Mentees have been **placed in a job** through our program upon graduation. Employers of our Mentees include Nationwide Children's Hospital, OhioHealth, Nationwide, LinkedIn, Zimmer Biomet, Goodyear, Cardinal Health, and many others

65%

of Mentees indicated that our program has **enhanced or greatly enhanced their job prospects**

OWP In Action



Resources

A myriad of local and national resources are available that support military / veteran transition and career development

Local Organizations:

- The Overwatch Partnership
- Central Ohio Veterans Consortium
- Columbus Rotary – Veteran Mentoring
- University / College Veterans Resource groups (OSU, Columbus State, others)
- Veteran Employee Resource Groups

National Organizations:

- Operation: Jobs Ready Veterans (IN)
- Upstate Warrior Solution (NC)
- American Corporate Partners
- Hire Heroes USA / Hiring Our Heroes
- Corporate American Supports You
- Call of Duty Endowment
- NextOps
- VA SkillBridge Program

Questions?

Information, Resources and Links

- [Homeless Veterans Community Employment Services - VA Homeless Programs](#)
- [Information for Veterans - Compensated Work Therapy - Veterans Health Administration \(va.gov\)](#)
- [Veteran Readiness and Employment \(VR&E\) Home \(va.gov\)](#)
- [Veteran | CareerOneStop](#)
- [Vocational Rehabilitation & Employment - Liferay \(va.gov\)](#)
- [Homeless Veterans' Reintegration Program | U.S. Department of Labor \(dol.gov\)](#)



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