

TRANSITION → NORMALIZE

CAREGIVING + EMPLOYMENT, FLEXIBLE WORK OPTIONS AND THE FAMILY BENEFITS, DUAL CAREERS
EMPOWER WOMEN TO BUILD SELF EFFICACY
PARTNERSHIPS TO HELP WOMEN SUCCEED AND THRIVE

AWARENESS OF OPPORTUNITIES IN STEM VIA A RESOURCE CLEARING HOUSE, FACILITATE WAYS TO BROADEN NETWORKS VIA RECRUITERS AND EMPLOYERS, AND MENTORING ACROSS PHASES OF A VETERANS' LIFESPAN

← CAREERS

RECOMMENDATIONS

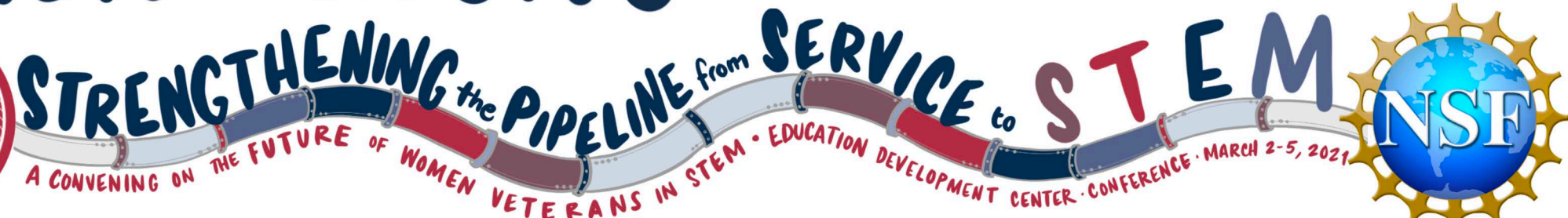


EDUCATION → BETTER AND MORE EDUCATION

VIA A CLEARING HOUSE AGGREGATING INFORMATION ON RESOURCES, PROGRAMS, GRANTS & SCHOLARSHIPS, **CONNECTING** TO STEM EDUCATION PATHWAYS, and **MENTORING**

← H&WB

PARTNERSHIPS CONNECTING VA RESOURCES, CAREER READINESS AND TECH/STEM EDUCATION, **NORMALIZE** SEEKING OUT MENTAL HEALTH SERVICES, AND A CURATED LIST OF **FREE SUPPORT SERVICES**



STEM INDUSTRY PANEL DISCUSSION

STRENGTHENING the PIPELINE from SERVICE to STEM

A CONVENING ON THE FUTURE OF WOMEN VETERANS IN STEM • EDUCATION DEVELOPMENT CENTER • CONFERENCE • MARCH 2-5, 2021



- ★ DR. TRILLITYE PAULIN, Ph.D. ★ JOEL SIMON, MANAGING DIRECTOR, BURNING GLASS TECHNOLOGIES
- ★ MELISSA BOATWRIGHT, GLOBAL LEAD, LINKEDIN

REFLECTING on the RECOMMENDATIONS

MELISSA → MENTORSHIP is "CRAFTING CAREERS in TECH"

AMERICAN CORPORATE PARTNERS, VETERATI, BREAKLINE, VETS in TECH, SALESFORCE, LINKEDIN, TAPS, MICROSOFT

WHEN COMPANIES GET THIS RIGHT, IT'S BECAUSE AN EXECUTIVE IS A VETERAN OR HAS A WIFE WHO IS, AND THEY HAVE MADE AN EFFORT TO PROVIDE TRANSITION SVCS

JOEL → IT'S SMART BUSINESS!

BRIDGE BUILDING

READY WORKFORCE, DIVERSE AND INTER-SECTIONAL, DEI, BROADER WORKFORCE and ECONOMY

SO MANY OPTIONS CAN BE OVERWHELMING

WHAT CHANGES ARE NEEDED to MAKE THIS REAL?

TRILLITYE → SILO BUSTING! COLLABORATION and PARTNERSHIPS CREATE the MOST VALUE for VETS

MENTORSHIP

JOEL → MENTORING in TRANSLATION

HOW to UNDERSTAND HOW MILITARY, EDUCATION and WORK LANGUAGES TRANSLATE WHEN JOB SEARCHING

MILITARY, WORK, EDUCATION

WHAT'S YOUR MOONSHOT IDEA?

TRILLITYE → A CONSORTIUM for ALL THE ORGANIZATIONS PROVIDING SUPPORT & RESOURCES to HELP WOMEN NAVIGATE THROUGH the JOURNEY

INITIATE POST SERVICE CAREER PLANNING at the MOMENT of ENLISTMENT

JOEL → BUILD

CAPABILITY ALL ALONG the WAY

MELISSA → UNDERSTAND the VARIOUS LENSES THAT EXISTS IN THE WOMEN VETERAN POPULATION & ACKNOWLEDGE the DIVERSE INTER-SECTIONALITY that EXISTS

AMPLIFY BIPOC WOMEN VETS' VOICES!

LEVERAGE IT!

JOEL → APPEAL to their SELF-INTEREST

the LANGUAGE

PRIORITIZED ACCESS to OUR SKILLED WORKFORCE

DIVERSE, HIGHLY SKILLED with BROAD EXPERIENCE ...

MELISSA → FLIP the SCRIPT!

VETERAN OPPORTUNITY REPORT

FINDINGS:

- OVER-QUALIFIED for CURRENT LEVEL of EMPLOYMENT
- NOT MUCH CHANGE SINCE 2011 DATA TO NOW: NEED to MOVE the NEEDLE

VET PRODUCTIVITY is 30%+ THAN NON VETERAN EMPLOYEES

MELISSA → PAID PARENTAL LEAVE to NORMALIZE DUAL CAREERS and CHALLENGE TRADITIONAL GENDER ROLES

PRIVATE TAPS!

MAKE the MILITARY LESS TOXIC A PLACE OF BELONGING

WAYS to INCENTIVIZE COMPANIES to HIRE WOMEN VETERANS

TRILLITYE → CHANGE the NARRATIVE by USING DATA-DRIVEN CONTENT

BRING VETS IN AT THE LEVEL OF THEIR SKILLSET WE'VE EARNED OUR SPOT at the TABLE

THEY WANT to HELP!

TRILLITYE → REACH BACK BEHIND YOU!



SO WHAT?

JOEL → STEM is INTIMIDATING (BUT YOU CAN DO IT) Go for IT - the WORLD NEEDS YOU!

MELISSA → NETWORK with VETS on LINKEDIN

the value web drawn by SUNSHINE BENBELKACEM

FEDERAL AGENCY PANEL DISCUSSION

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★ MEG O'GRADY, NATIONAL VETERANS EMPLOYMENT MANAGER, DEPARTMENT OF LABOR VETS ★ TAMRE NEWTON, DIRECTOR, MILITARY-CIVILIAN TRANSITION OFFICE, DEPARTMENT OF DEFENSE
 ★ DR. AMY STREET, DEPUTY DIRECTOR OF THE WOMEN'S HEALTH SCIENCES DIVISION OF THE DEPARTMENT OF VETERAN AFFAIRS NATIONAL CENTER FOR PTSD

TAMRE TAPS IS A PARTNERSHIP ACROSS MANY AGENCIES

DoD DoL VA OPM SBA D of Ed DHS VSO MSO

SKILLBRIDGE is UNIQUE IN HELPING VETS IDENTIFY NEEDS & GOALS

MEG APPRENTICESHIPS AVAILABLE THROUGH OUR VAST NETWORK OF PARTNERS, PRIVATE INDUSTRY AND NON-PROFITS

OUR APPROACH IS **CONNECTED**

GOVT FEDERAL AGENCIES PRIVATE INDUSTRY NON PROFITS

HOW DO THE RECOMMENDATIONS TIE IN WITH FEDERAL PROGRAMS?

MENTAL HEALTH AND WELL BEING

AMY WELL BEING IS A UNIVERSAL TARGET

TREAT VETS AS WHOLE PEOPLE

PHYSICAL MENTAL HEALTH is RECIPROCAL

AMY WHOLE HEALTH IS A VA PROGRAM THAT GOES BEYOND TREATMENT

WOMEN VETERANS NETWORK: CREATING CONNECTION & SPACE to OFFER AND ASK

TAMRE TAPS LOOKING AT WAYS TO IMPROVE

FEED BACK

WOMEN OFTEN DON'T ENROLL BUT I'M NOT A VET!

MEG WOMEN'S BUREAU THEY UNDERSTAND THE NEEDS OF WOMEN VETS

WOMEN'S HEALTH BRIEF AS A WAY TO NORMALIZE TRANSITION

MENTORING AS A WAY TO CONTINUE TO SERVE

HOW TO GIVE FEEDBACK TO FEDERAL AGENCY PROG.

TAMRE ALWAYS LISTENING

AMY PUBLIC + PRIVATE + GOVT =

MEG JAMES RODRIGUEZ DoL DEPUTY ASST SEC. WANTS to GET to CONNECT WITH WORKERS, to LISTEN and LEARN

JOINING FORCES HOSTING A SERIES OF LISTENING SESSIONS at the WH

MEG ACCESS TO SERVICES the SILVER EXPANDED LINING in the PANDEMIC: ACCESSIBILITY & RESOURCES

TAMRE UPSKILLED in THE WORK-FROM-HOME SKILLS, TOOLS & TECH FIGURED OUT HOW TO VIRTUALIZE!

CASH MONEY

AMY SHIFTED from IRL to VIRTUAL A VIRTUAL PILOT in 2019 LAUNCHED... JUST in TIME!



TAMRE YOU GOT the SKILLS! (AWARENESS)

MEG CAREER PLANNING at the TIME OF ENLISTMENT

AMY END BIAS AND DISCRIMINATION

EVERY AGENCY HAS a FEDERAL ADVISORY COMMITTEE: THEY REPRESENT OUR VOICE

the value web drawn by SUNSHINE BENBELKACEM

CONVENING CHAIR PANEL DISCUSSION

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★ DR. ANTHONY DEAN, ASSISTANT DEAN FOR RESEARCH, BATTEN COLLEGE OF ENGINEERING AND TECHNOLOGY, OLD DOMINION UNIVERSITY ★ DR. TOMIKA GREER, ASSISTANT PROFESSOR AND UNDERGRADUATE PROGRAM COORDINATOR IN THE COLLEGE OF TECHNOLOGY, UNIVERSITY OF HOUSTON ★ ROSALINDA VAZQUEZ-MAURY, DIRECTOR OF APPLIED RESEARCH AND ANALYTICS AT THE INSTITUTE OF VETERANS AND MILITARY FAMILIES (IVMF), SYRACUSE UNIVERSITY ★ MICAH TAYLOR, AIR NATIONAL GUARD EDUCATION AND TRAINING MANAGER, IDAHO AREA MANAGER, HIRE HEROES USA

OPERATIONALIZING the RECOMMENDATIONS

ROSY → RESOURCES AWARENESS

TONY → CLEARING HOUSE

EASY TO USE ACCESSIBLE UPDATED

★ MENTORING WAYS TO GET/KEEP THEM ENGAGED

TOMIKA → EXPOSURE & AWARENESS OF OUR WHERE

MENTORING SHORT TERM MID-TERM LONG-TERM SPONSORSHIP

ROLE MODELS and REPRESENTATION

MICAH → CIVILIAN EMPLOYER ADVOCATES

TAKE VETS UNDER your WING

ARTICULATE BENEFITS that APPEAL to EMPLOYERS

MALE ADVOCACY OF WOMEN VETS

INSF

MICAH → THE STEREOTYPES OF VETS in MOVIES and SOCIAL MEDIA

THAT CIVILIANS BELIEVE

TOMIKA → RECOGNIZE WOMEN VETERANS SIT AT MULTIPLE INTERSECTIONS

TONY → VETS TEND TO HIDE, OFFER HER A

ROSY → RESOURCE PROLIFERATION

UGH, FORGET THIS, IT'S TOO MUCH WORK

MAKE IT EASY!

Barriers

TONY → TELL THEM, YES, YOU CAN DO THIS!

ROSY → GET LOCAL! FIND GRASS ROOTS ORGS

PVEC

TONY → RESOURCES and STRATEGIES

TOMIKA → FIND the CHEERLEADERS and SUPPORTERS

MICAH → HIRE HEROES

HOST NO PRESSURE COFFEE CLUTCH & HAPPY HOURS INVITE EMPLOYERS

MICAH → EVERY EMPLOYER HAS A VETERAN PROGRAM

ROSY → DIVERSITY LEADERS REQUIRE WOMEN VETERANS AS HIRES AT EVERY COMPANY

TONY → CLEARING HOUSE to GET IT OUT THERE!

MOON SHOTS IDEAS

TOMIKA → MAKE THE MILITARY FAMILY FRIENDLY

OVERHAUL the CULTURE

MICAH → BE A CIVILIAN ADVOCATE for WOMEN VETS

TONY → PROMOTE the WOMEN VETS DOING THIS NOW AS ROLE MODELS

ROSY → BE ACTIVE! GET INVOLVED PARTICIPATE

TOMIKA → NORMALIZE DUAL CAREER PLANNING AND FAMILY + EMPLOYMENT