

EMPLOYMENT TASK FORCE



JULY 2020

**AN INITIATIVE OF THE MAYOR'S CHALLENGE TO
PREVENT SUICIDE AMONG SERVICE MEMBERS,
VETERANS, AND THEIR FAMILIES**



MISSION STATEMENT

TO PROMOTE A **FULFILLING** LIFE AND PREVENT SUICIDE
AMONG SERVICE MEMBERS, VETERANS, AND THEIR
FAMILIES BY CONNECTING THEM TO THE TRAINING
AND RESOURCES NECESSARY TO FIND AND KEEP CAREERS
THAT ARE FILLED WITH **MEANING** AND **PURPOSE**.



TASK FORCE TEAMS

We divide our skill sets and efforts to drive us toward our common goal.





DATA COLLECTION

Gathers, researches, presents, and updates data and provides strategic guidance and feedback based on results.

Local and National Job Demand Data
Demographic,

Unemployment, and Veteran Skill Set Data



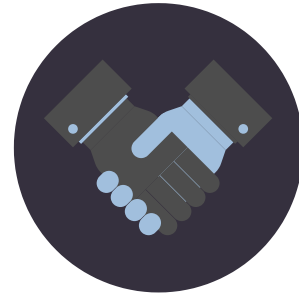
TRAINING AND HIGHER EDUCATION

Researches existing training pipelines/best practices in Capital Area, identifies gaps, and creates and executes plan for creating pipelines from training to job placement.



INTERCEPT MAPPING AND OUTREACH

Researches traditional and non-traditional intercept points for SMVF, identifies gaps, and creates and executes plan for outreach and connection to training and/or employers.



EMPLOYMENT SUSTAINABILITY

Researches existing programs/best practices, identifies gaps, and creates and executes plan to support SMVF and employers to ensure sustainability of meaningful employment





PHASE ONE

LANDSCAPE ASSESSMENT



LANDSCAPE ASSESSMENT QUESTIONS

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What veterans are unemployed or underemployed in Austin?

- April 2020 report shows 12.8% Veteran unemployment rate across Texas (up from 3.5% in March)

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From a suicide prevention perspective, where should our focus be?

- Age- According to the 2019 VA report on Veteran Suicide, Veterans 18-34 have the highest rate/level of risk, but Veterans 55-74 have the largest absolute number of completed suicides. How does this overlap with our current Capital Area Veteran population?
- Gender- According to the report, male Veterans are generally at higher risk for suicide than females Veterans. However, female Veterans at 2.2x more likely than their civilian female counterparts to complete a suicide.
- Homelessness- Veterans who are experiencing homelessness are at higher risk for suicide.
- Race/ethnicity/socioeconomics- is there disparate impact of unemployment on certain groups of Veterans? According to the report, economic disparities do elevate risk.

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What do employers need?

- Current job vacancies in Capital Area
- Job demand projections
- Remote work that isn't

Austin-based but can be done from ATX

- National job demands/relocation

What skill sets do unemployed/underemployed SMVF already have(if possible to ascertain)?



TRAINING AND EDUCATION

Phase One
Landscape Assessment

LANDSCAPE ASSESSMENT QUESTIONS

What training pipelines exist for SMVF and what are costs/funding sources?

- Apprenticeship Programs/Academies
 - PCSI
 - Galvanize
 - Austin Career Institute- HVAC and Medical Assistant
 - Caliber Collision- Changing Lanes Program (Ft Hood)
 - \$5,000,000 in Apprenticeship funds from TWC for 2021
 - Soldier for Life?
 - Others
- Community College Programs
 - ACC- Various Levels of Nursing/Medical
 - Other technical programs
- University Programs
- Funding/tuition assistance outside of programs
 - GI Bill
 - VR&E
 - Hazlewood
 - Others



INTERCEPT MAPPING AND OUTREACH

Phase One
Landscape Assessment

LANDSCAPE ASSESSMENT QUESTIONS

What are the points of intercept for SMVF?

- What traditional points of intercept exist?
 - Veteran
 - Service Organizations
 - Workforce Boards
 - Social service organizations
 - College/University
 - Career Centers (ACC, UT, HTU, St. Ed's, TXST)
- Where are the non-traditional points of intercept with SMVF who need employment? Where are SMVF?
 - Faith-based
 - community
 - Health
 - care providers
 - K-12
 - school counselors
 - Others
- When can we intercept? Since transitions and accompanying adjustment stress raise suicidal risk, at what transition points can we intercept?
 - ETS/EAS
 - Graduations
 - Divorce
 - Leaving prison
 - Leaving psych hospital



EMPLOYMENT SUSTAINABILITY

Phase One
Landscape Assessment

LANDSCAPE ASSESSMENT QUESTIONS

- How are we ensuring sustainability of employment?
 - What are best practices and what programs exist to support SMVF and employers in the workplace to insure longevity of employment?
 - What are best practices for job placement that insure longevity/satisfaction?



GENERAL WORKING GROUP

Phase One
Landscape Assessment

LANDSCAPE ASSESSMENT QUESTIONS

- How do we communicate with SMVF, Training Institutions, and Employers?
- What other questions are we not asking here that need to be asked?



PHASE TWO: STRATEGIC ASSESSMENT

QUESTIONS

- Define gaps in respective areas and develop plans
- Select interventions that can be measured and evaluated
- What are the rapid response actions we can take?
 - Connecting currently skilled veterans to employers who are hiring
 - Work based learning (where veterans have 80%-ish of skills needed but may be missing key tangible skills (i.e., coding skills, etc.), so they can add value while also acquiring the missing skills needed?
 - Service/hospitality industry seems to be hit especially hard. Are there quick solutions for this population?
 - Others?
- What are the longer term, traditional solutions needed:
 - Training
 - Certification
 - Apprenticeship
 - Other pivots that may be needed
- What innovative solutions can be created?
 - Remote work
 - Rapid training/certification/apprenticeship
 - Accelerated higher education
 - Concurrent employment/education

PHASE THREE:

ACTION PLAN

GOALS

ESTABLISH PRIORITY ACTIONS,
OUTCOMES AND MEASURES

IMPLEMENT AND CONTINUOUSLY
IMPROVE

EVALUATE