



Job Search and Training

Virtual Learning Series

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NVTAC Role

- Provide technical assistance designed to increase grantees' ability to establish and operate successful Homeless Veterans' Reintegration Program (HVRP) grants.
- Support HVRP grantees throughout their period of performance to ensure that challenges are resolved quickly.
- Provide effective training and peer-to-peer learning opportunities that result in increased knowledge and adoption of innovative practices among HVRP programs nationwide.

NVTAC Role

- Provide technical expertise to federal staff to assist in policy development in support of program oversight and strategic planning for the future of HVRP.
- Quantify grantees' customer satisfaction and share promising practices and lessons learned.



Individual Employment Plan



Key Elements of an Individual Employment Program (IEP)

Overall Employment Goal:

- Industry
- Occupation
- Location
- Remote, in-person, or hybrid settings
- Salary
- Type of work (full- or part-time)
- Target start date



Key Elements of an IEP

Basic Education:

- Foundational skills (math, literacy, time management, and financial literacy) the veteran needs to be successful.



Key Elements of an IEP

Skills Training:

- What skills does the job/career require and how will the veteran get them?



Key Elements of an IEP

Housing:

- What housing options are available, and how will the veteran access them?
- Is the veteran connected with a housing support program?



Key Elements of an IEP

Supportive Services:

- What other services are required to address the veteran's barriers?
- This may include healthcare, treatment for substance use, clothing, legal services, etc.
- How will you connect them to those services?



Key Elements of an IEP

Job Search:

- How will the veteran identify and apply for relevant positions?



IEP Implementation Strategies

Start Small:

- Breaking goals down into smaller, more easily accomplished components leads to early success and builds confidence.



IEP Implementation Strategies

Promote Accountability:

- Including timelines and expectations about what needs to be done, when, and by whom allows veterans and case managers to track progress and hold each other accountable.



IEP Implementation Strategies

Build Buy-in:

- Developing the IEP is a collaborative process that requires flexibility from the veteran and case manager.
- If the veteran is not invested in the plan, progress will be intermittent and slow.
- To demonstrate their commitment to the plan, the case manager and veterans should sign the IEP.
- This will also allow the veteran to review the document to ensure it reflects their understanding of the process.



IEP Implementation Strategies

Connect with Partners:

- Veterans may be working with multiple providers to assist them with their job search or to address other barriers.
- Collaborating and sharing information with partners prevents duplication of services and ensures everyone is working together to help the veteran.

Work Settings



Work Settings

Virtual, in-person, and hybrid environments each involve different skills for veterans seeking employment. For example:

- Virtual and hybrid settings require strong communication and technology skills.
- In-person settings require consistent and reliable transportation.

Job-Driven Training

Job-Driven Training

What is Job-Driven Training (JDT)? JDT was designed to solve three common challenges:

- Employers struggling to find skilled workers to fill vacancies.
- Training programs that do not always match the skills required for in-demand jobs.
- Workers lacking information about training resources.



JDT Implementation Strategies

Training with a Purpose:

- Training should be based on the veteran's interests and preferences, balanced against the realities of the local employment market.
- Ask yourself: Will the training provide skills, certification, or other credentials connected to actual jobs in which the veteran has an interest?



JDT Implementation Strategies

Stepping Stones and Career Pathways:

- The first position a veteran takes in their transition from homelessness is usually not a “career job” that perfectly matches their interests and goals.
- Ongoing JDT provides the skills and experience needed for the veteran to continue their career development and growth within their selected field.



JDT Implementation Strategies

Individualized Approach:

- Do not place a veteran in training simply because there is an opening.
- Placement needs to make sense based on the veteran's overall employment goal and IEP.
- Ask yourself: Does the training provide necessary skills, experience, or insight that would benefit the veteran's career development? Is the veteran emotionally, physically, or mentally ready to engage in the training?



JDT Implementation Strategies

- Training that includes an “on-the-job” component can help the veteran learn new skills and show the veteran what working in the given career path would be like.
- Apprenticeships are an excellent option for “on-the-job” training and experience.



JDT Implementation Strategies

Utilize Existing Partnerships:

- American Job Centers (AJC)
- Community colleges
- Apprenticeship opportunities
- Employer networks

Co-Enrollments

American Job Centers

- The local AJC is a vital partner in providing training opportunities.
- In some cases, the AJC can provide resources to support training.
- All AJCs maintain an Eligible Training Provider List of the local training providers to which the AJC refers job seekers.
- AJC staff may also have insight on which providers offer training of the highest quality and which training will have the most positive career impact.

Poll:
**Do you have a strong
partnership in your local AJC?**

In the chat:
If not, what is holding you back?

Utilizing Wrap-Around Supports



Wrap-Around Supports

Leverage Resources through Partnerships:

- JDT requires a significant investment of time and resources.
- HVRP should leverage partnerships with employers, community colleges, industry associations, and training vendors to access training and share costs.



Wrap-Around Supports

Personal Support Systems:

- Utilizing personal connections such as family and friends can be pivotal for veterans in the job market and in the training process.
- HVRP staff can assist veterans to identify support systems in their community.



Questions?

Thank you!

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