

The Commercial Club of Chicago



Veterans Working Group Meeting

Tuesday, June 19, 2018

WELCOME AND REVIEW OF AGENDA

David Hiller
Robert R. McCormick Foundation

Meeting Overview

Welcome and Review of Agenda

David Hiller, Robert R. McCormick Foundation

Lightning Round

Veterans Working Group Introductions and 1.1.1

Presentations

Panel Introduction

Amy Sherman, Council for Adult and Experiential Learning

Panel: Facilitating the Transition to the Civilian Workforce

Moderator – Amy Sherman, Council for Adult and Experiential Learning

- ❑ Kim Jones, USDOL Office of Apprenticeship
- ❑ Bridget Gainer, Aon
- ❑ Eric Eversole, Hiring Our Heroes
- ❑ Dave Romano, BBMC Mortgage
- ❑ Dillon Murray, Deloitte

Table Talk

Veterans Working Group Members

Wrap Up and Meeting Evaluation

David Hiller, Robert R. McCormick Foundation

Networking and Lunch

Kirsten Carroll, Commercial Club of Chicago

LIGHTNING ROUND

PANEL:

FACILITATING THE TRANSITION TO THE CIVILIAN WORKFORCE

Moderator: Amy Sherman, Council for Adult and Experiential Learning



***Registered Apprenticeship
Veterans Working Group Meeting
June 19, 2018***

**Kim Jones
State Director, Illinois**



OFFICE OF APPRENTICESHIP
UNITED STATES DEPARTMENT OF LABOR

What is registered apprenticeship?



Employer
Involvement



Structured
On-the-Job
Learning



Related
Training and
Instruction



Rewards for
Skill Gains



National
Occupational
Credential

Five Core Components of
Registered Apprenticeship

Benefits for Business' Bottom Line: “An Apprenticeship TOOLBOX”

- RECRUITMENT TOOL -Attracts highly motivated applicants
- RETENTION TOOL – reduces turnover
- Identifies defined career path; provides growth opportunity
- Raises the skill level of employees
- MENTORING TOOL - Pipeline for future management
- COST SAVINGS TOOL - Increases customer satisfaction, product quality, reduces “do-overs”
- Equips workers with problem-solving expertise
- WAGE TOOL - Entry level opportunities/salaries
- **ROI – Return on Investment**

Benefits for Veterans:

- GI Bill® eligible Veterans and their dependents pursuing training under a GI Bill® approved Registered Apprenticeship program may receive a monthly housing allowance (MHA) in addition to their apprenticeship wages.
- GI Bill® eligible Veterans and their dependents already participating in a Registered Apprenticeship at the time of the program application, may be eligible to receive up to 12 months of retroactive MHA and books and supplies stipend if the program is approved for GI Bill® benefits.

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. Government web site at <https://www.benefits.va.gov/gibill/>

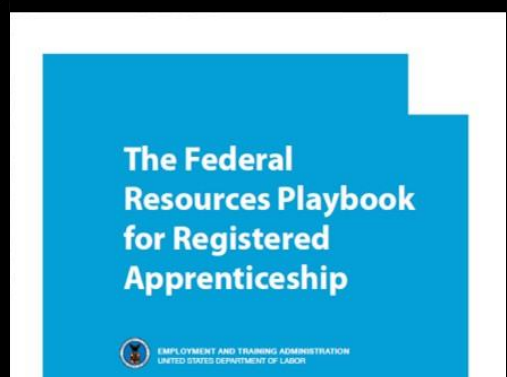
DOL.GOV/Apprenticeship: Other Resources



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf



Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship.

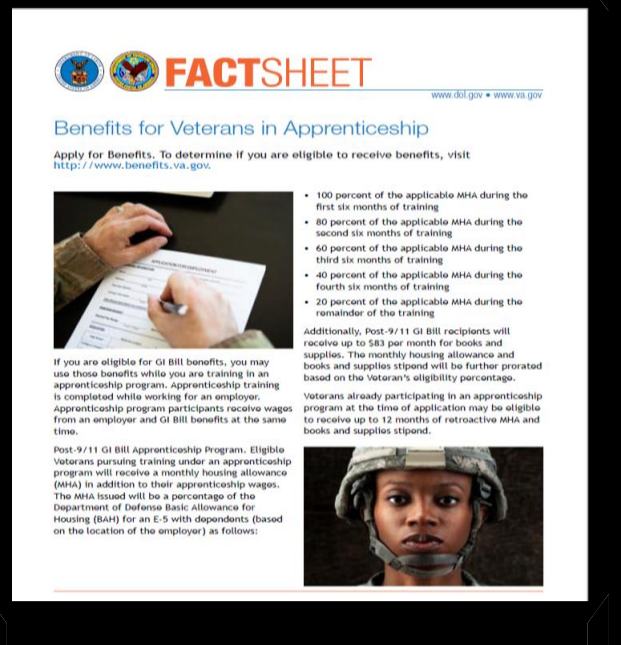
<http://www.doleta.gov/oa/federalresources/playbook.pdf>



DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>



Veteran Benefits Fact Sheet

Find information on benefits for veteran apprentices.

<https://www.doleta.gov/OA/veterans.cfm>

Additional Resources...

- *USDOL Website:* www.dol.gov/apprenticeship
- *Blogsite:* <https://apprenticeshipusa.workforcegps.org>
- *Federal Resource Playbook:*
<https://www.doleta.gov/oa/federalresources/playbook.pdf>
- *Apprenticeship Toolkit:*
http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf
- *Strategy for Future Apprentices in Illinois:*
<https://www.illinoisworknet.com/ApprenticeshipPlus>
- *Strategy for Illinois Veterans:*
www.illinois.gov/veterans/benefits/pages/education.aspx
- *Strategy for Community Colleges:* www.doleta.gov/oa/racc.cfm
- *List of Apprenticeship Occupations:*
<http://www.doleta.gov/OA/occupations.cfm>



Kim Jones
Office of Apprenticeship
Jones.Kimberly@Dol.Gov
312-596-5505

www.dol.gov/apprenticeship

IL State Approving Agency

Tiffany Perry

Veterans Education Specialist

- Chicago Office

tiffany.perry@illinois.gov

773-292-2789

<http://www.state.il.us/agency/dva>



OFFICE OF APPRENTICESHIP
UNITED STATES DEPARTMENT OF LABOR

Aon Apprenticeship Program

aoncampus.com



Aon Apprenticeship Program and Chicago Apprenticeship Network

Bridget Gainer

Cook County Commissioner – 10th District
Vice President of Global Public Affairs, Aon

HIRING OUR HEROES

U.S. CHAMBER OF COMMERCE
FOUNDATION



@HiringOurHeroes
@EricEversoleHOH



ERIC EVERSOLE

President, Hiring Our Heroes
Vice President, U.S. Chamber of Commerce

OVERVIEW

- Hiring Our Heroes (HOH) is a 501(c)(3) affiliate of the **U.S. Chamber of Commerce Foundation**
- **Launched in 2011** to address a national crisis in veteran unemployment
- Three current lines of business:
 - Veteran Hiring Events
 - Military Spouse Hiring Events and Programs
 - Corporate Fellowship Program

**HIRING OUR
HEROES**

U.S. CHAMBER OF COMMERCE
FOUNDATION

CFP OVERVIEW

- 12-week fellowship for transitioning SMs
- Program provides corporate education, OJT, and networking
- Program highly competitive and candidates are carefully screened and interviewed
- No obligation to hire, but....



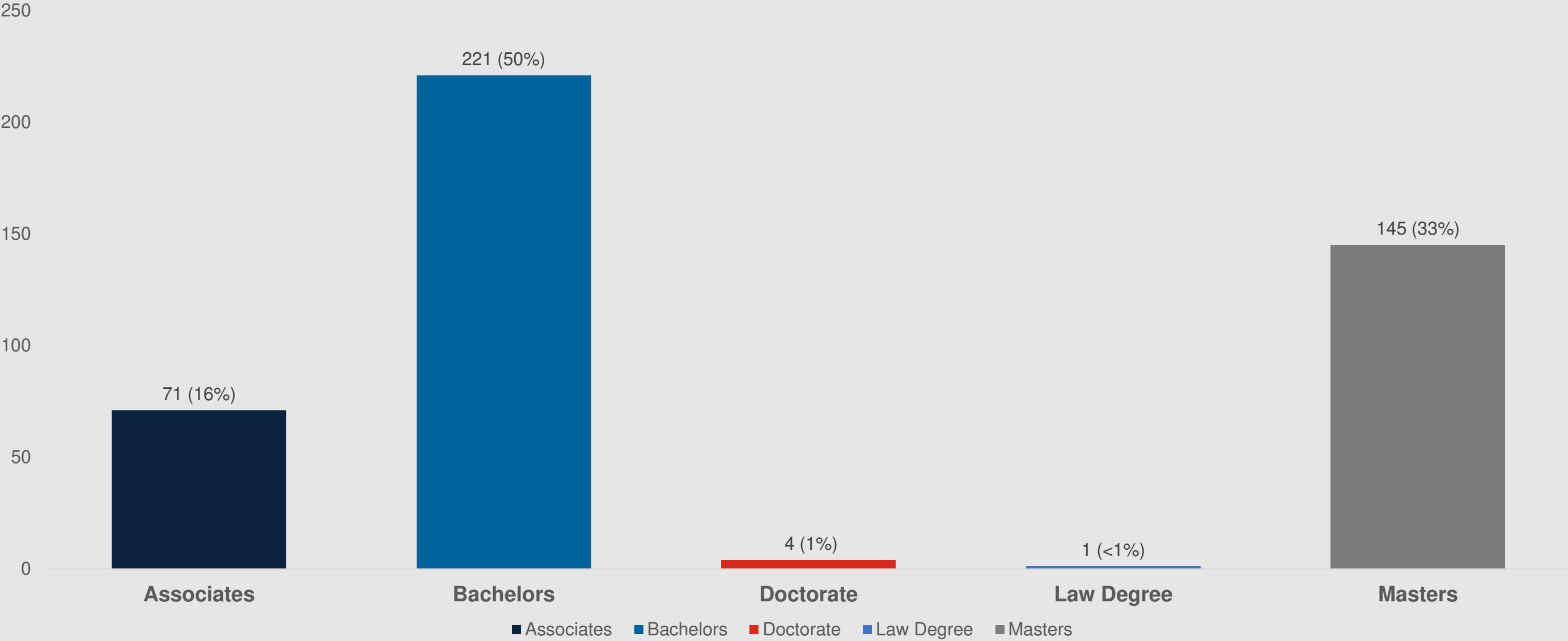
CFP KEY RESULTS 2017

- **461 Fellows**
 - 437 Service Members, 19 Military Spouses, 5 Veterans
- **88% Job Offer Rate**
 - 100% Military Spouse Offer Rate
- **93% Overall Success Rate**
 - = Job Offers+ Direct Offers+ Military Retention + Continuing Education
- **\$87,00 Average Salary**
- **145 Participating Companies**



CFP PARTICIPANT DEMOGRAPHICS

LEVEL OF EDUCATION



CFP PARTICIPANT DEMOGRAPHICS

RANK

Enlisted: 51% (227)

Officer: 43% (189)

Warrant: 6% (23)

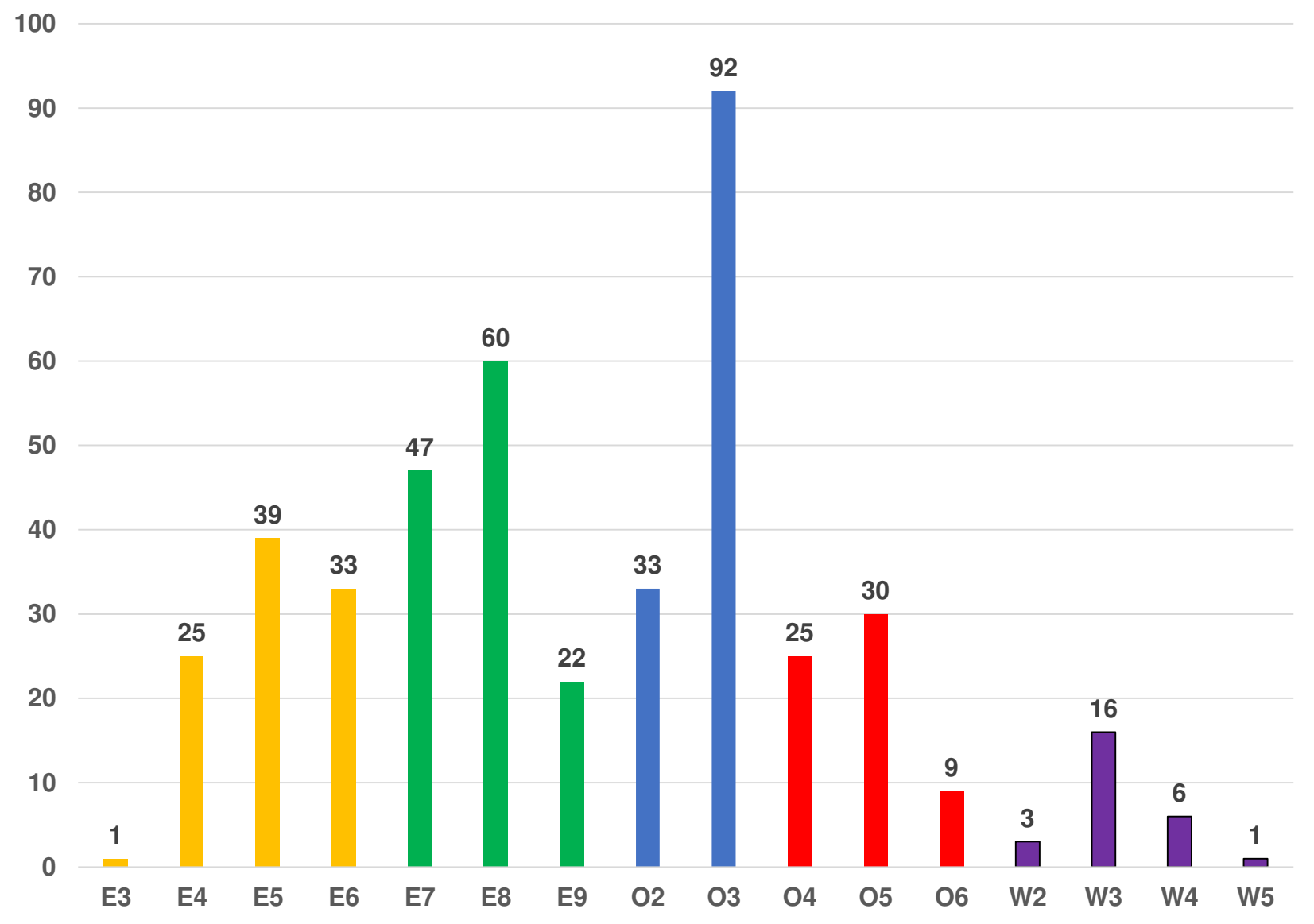
Junior Enlisted: 22% (98)

Senior Enlisted: 29% (129)

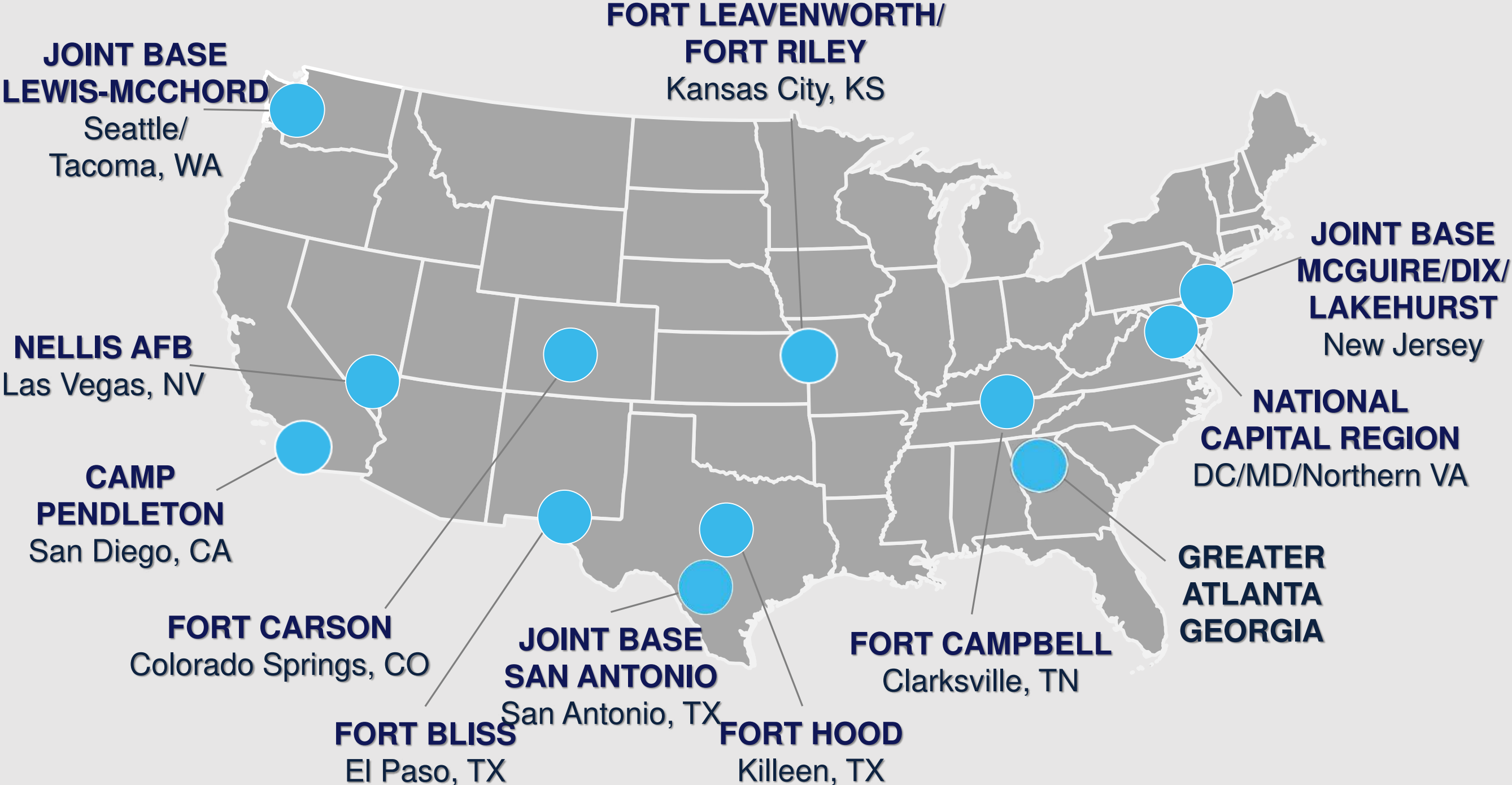
Junior Officer: 28% (125)

Senior Officer: 15% (64)

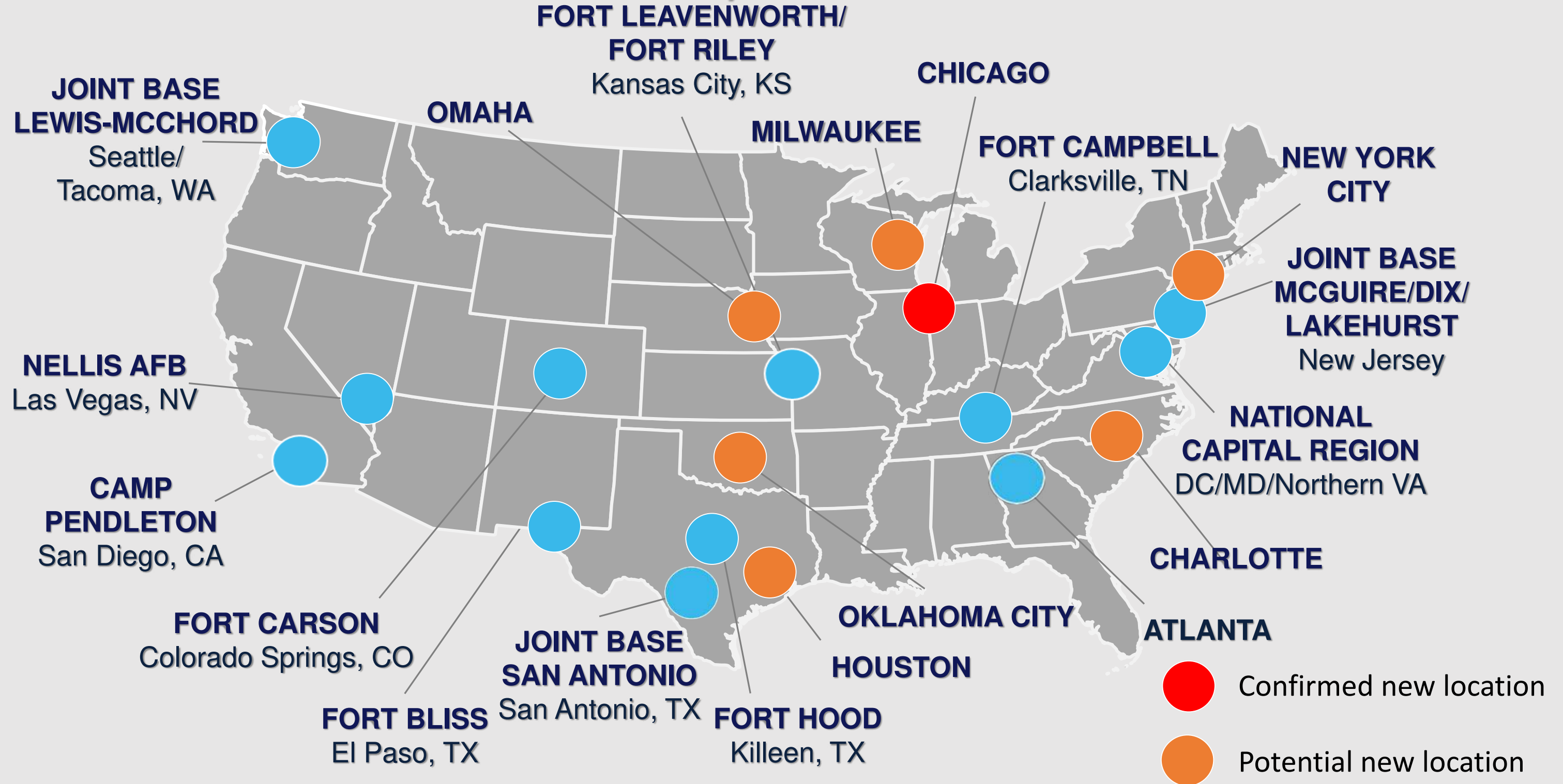
Warrant Officer: 6% (23)



CFP 2018 LOCATIONS



NEW 2019 LOCATIONS/POTENTIAL LOCATIONS



BBMC MORTGAGE

NMLS: 484683

A Division of Bridgeview Bank Group

The right people. The right approach. The right mortgage.



Who We Are



Founded in 1971, **Bridgeview Bank** established itself as a trusted resource and respected leader in the Chicagoland community banking industry. We pride ourselves on honesty and fair dealing, innovative products, competitive rates, superior customer service and involvement in the community. **BBMC Mortgage (BBMC)** is a full-service lending division of Bridgeview Bank Group. We offer a complete line of residential mortgage, refinance and specialty loans. We employ a knowledgeable staff of experienced Mortgage Bankers, with an Operations team that is second to none.

Member
FDIC

Number of Employees: 537 Number of Veteran Employees: 25 Growing Across Country

Patriot's Charity Initiative™



DONATIONS TO VETERAN & ACTIVE DUTY CHARITIES

\$ 2 6 2 4 6 0 0

Since January 1, 2015



HIRING OUR HEROES PARTNERSHIP

PURPOSE TO GIVE BACK TO VETERANS THROUGH TRAINING

INTERVIEWS AND PRESENTATIONS

HOW WE TRAIN



WIN A MORTGAGE-FREE YEAR FROM BBMC!

September 08, 2016

Veterans and active-duty military can enter the BBMC sweepstakes for a chance to win a mortgage-free year and attend the Army-Navy football game!

Member
FDIC



News You Can Use

- Lessons Learned
- Type of Roles Hired
- Rank of Service Members in the program
- Factors for Success



**BBMC MORTGAGE NAMED AMONG
BEST PLACES TO WORK**

December 15, 2016

Mortgage Executive Magazine named
BBMC Mortgage in their Top 50 list of
Best Mortgage Companies to work for in
the United States!

Member
FDIC



COR 

Career Opportunity Redefinition & Exploration

Dillon Murray

Deloitte Consulting, LLP

COR^Ξ Program Overview



COR Summary: Portfolio of Programs



Leadership Program

 10 New Clients A Year
  200+ Veterans A Year

Duration: 2.5 Days

Focus: Pre-Hire Transition

Volunteers: 8 (PMO) + 40 = 48

Audience:

- 50 participants; separated from the military in past 12 months OR will be separating in the next 6 months
- 4-8 years of military experience and a Bachelors degree required

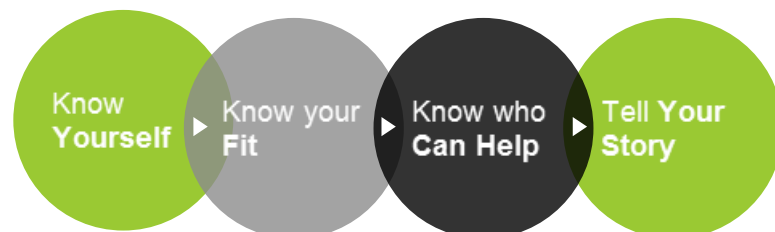
Timeline:

- 4 offerings a year
- November 8-10, 2018



Overview:

- Developed as part of Deloitte's commitment to Joining Forces to help transitioning military service members translate their leadership abilities into a business context. It is a experiential and personalized learning program held at Deloitte University, The Leadership Center and consists for 4 curriculum modules:



Deloitte.



Fundamentals

 100+ Veterans A Year

Duration: 5 Hours

Focus: Pre-Hire Transition

Volunteers: 3-6

Audience:

- 8-24 participants; target audience includes officers or enlisted of any military branch who are within one year of their transition date (pre or post). There are no other prerequisites or restrictions (e.g., educational level)

Timeline:

- Regional university and Deloitte office deliveries based on veteran populations
- On-going deliveries for the Canadian and Danish Armed Forces in Deloitte offices



Overview:

- A highly interactive workshop, distilled from the 2.5 day program, including high-energy networking and brand development exercises. This compact format allows us to scale the program, and enables market opportunities



Success

 100+ Veterans A Year

Duration: 1 Day

Focus: Post-Hire Transition

Volunteers: 3-6

Audience:

- 8-24 participants who are veterans/reservists who joined Deloitte within the last 6 months
- Participants from all functions, levels, and roles within Deloitte US

Timeline:

- Summer 2016 – Piloted
- Fall 2016 – Incorporating into Deloitte Development plan
- Spring 2017 – Cemented into 12 month veteran journey for new hires
- **Summer 2017 – Available as a Human Capital Solution for Clients**

Overview:

- Addresses the needs of veterans once they have started a new career, including those employed by Deloitte. The development process involved the AFBRG, Functional Talent and Development teams, veteran initiative champions, interviews with veterans employed in a variety of careers, and veterans employed by Deloitte

CORÉ By The Numbers

CORÉ Leadership Program

1,200+ Alumni from the program

96% of those participants seeking employment have a **career within 6 months** and **100%** agree the program was a **valuable investment of their time**

30+ clients have participated in **the Corporate Panel**

5 national media outlets have featured the CORE Program

48 alumni have **started their career at Deloitte**

CORÉ Fundamentals

185+ Alumni from the program

14 workshops have been **delivered across the US and in Canada**

Spring 2018 – selected by Sgt. Major Academy to **pilot Fundamentals program as new transition curriculum**

Spring 2018 – delivered program as part of **USOC Athlete Career and Education Services (ACE) Summit**

CORÉ Success

81 interviews were conducted as part of a **needs assessment to inform development of the program**

210+ participants have completed the program

10 programs completed over past 24 months

450+ of Deloitte personnel have dedicated **11,500+ volunteer hours to the CORE programs** to date.

900+ Deloitte professionals signed up to volunteer for CORE programs in the future, including **more than 60 of our partners, principals and managing directors**

Get Involved -

To refer program participants or to request the volunteer application, please email:

CORELeadershipProgram@Deloitte.com

Know Yourself

By identifying your unique strengths and experiences to build a personal brand.

Employer Best Practices:

- Offer training for veteran employees in identifying and articulating their skills, values and passions.
- Connect skills developed during military service to organizational requirements.

Know Your Fit

To help target career opportunities based on your personal brand, interests and priorities.

Employer Best Practices:

- Provide overview of different business units, including career paths and required skills.
- Have key business unit leaders describe success factors in their specific areas.

Know Who Can Help

By demystifying networking and exploring the power of networks.

Employer Best Practices:

- Provide opportunities for veteran employees to practice networking and receive feedback/coaching.
- Establish and promote VERG and other opportunities for veteran employees to connect with senior employees, e.g., mentorships.

Tell Your Story

In a way that resonates with others, including potential employers.

Employer Best Practices:

- Assist veterans in developing their “elevator speeches” and social media profiles, e.g., LinkedIn.
- Offer networking events specifically for veterans.

DISCUSSION:

FACILITATING THE TRANSITION TO THE CIVILIAN WORKFORCE

Moderator: Amy Sherman, Council for Adult and Experiential Learning

TABLE TALK

Veterans Working Group Members

WRAP UP AND MEETING EVALUATION

David Hiller
Robert R. McCormick Foundation

NETWORKING AND LUNCH

Kirsten Carroll
Commercial Club of Chicago