

The Commercial Club of Chicago



**Veterans Working Group
Meeting**

Wednesday, August 31, 2016

WELCOME AND REVIEW OF AGENDA

David Hiller

President and CEO, Robert R. McCormick Foundation

Meeting Overview

Welcome and Review of Agenda

David Hiller, President and CEO, Robert R. McCormick Foundation

Lightning Round 1.1.1

One person per organization, with one idea, speaking for one minute

Presentations

Chicagoland Veterans Study

Amy Sherman, Council for Adult and Experiential Learning

Panel I: Transition Program Leaders

Moderator – Amy Sherman, Council for Adult and Experiential Learning

- ❑ Gerard Metoyer, Fleet & Family Support Center Great Lakes
- ❑ Erica Jeffries, Illinois Department of Veterans' Affairs
- ❑ Michael Hubbard, William Blair & Company

Panel II: Transition Program Participants

Moderator – Amy Sherman, Council for Adult and Experiential Learning

- ❑ William Dix, Bunker Fellow
- ❑ Alex Panosian, Bunker Fellow

Wrap Up

David Hiller, President and CEO, Robert R. McCormick Foundation

Networking and One-on-One with Panelists and Guests

Kirsten Carroll, Commercial Club of Chicago

LIGHTNING ROUND 1.1.1

CHICAGOLAND VETERANS SURVEY

Amy Sherman,
Council for Adult and Experiential Learning



The State of the American Veteran: The Chicagoland Veterans Study

Sara Kintzle, Ph.D., MSW

Research Assistant Professor

Center for Innovation and Research on Veterans and Military Families

School of Social Work

University of Southern California

USC School
of Social Work

Center for Innovation and Research on Veterans & Military Families

University of Southern California

METHODS



Define Chicagoland

Cook, DuPage, Will and Lake Counties

Targeted multi-prong recruitment strategy

Designed to allow for maximum representativeness in sample

FINAL SAMPLE



Survey: 1,294 Chicagoland veterans

- 63% Served **prior** to September 11, 2001
- 38% Served **after** September 11, 2001

Focus Group Interviews

- 20 participants

DEMOGRAPHICS



Pre-9/11 Veterans

- **54% Army**
- **92% Male**
- **62% 60 years or older**
- **48% at least four year degree**

Post-9/11 Veterans

- **48% Army**
- **76% Male**
- **71% aged between 18 and 39**
- **55% at least four year degree**

PREPARATION FOR LEAVING THE MILITARY

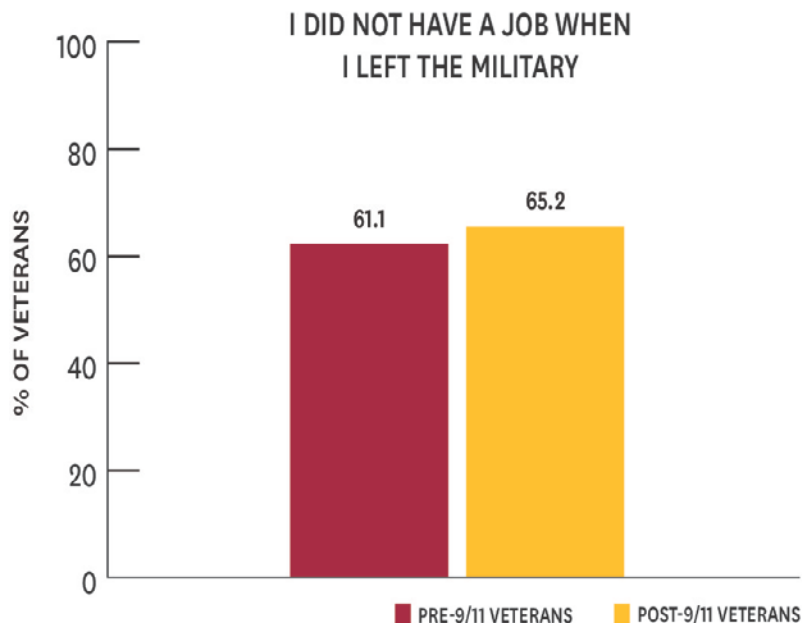


Figure 6. Percent of pre-9/11 and post-9/11 veterans reporting they did not have a job when they left the military

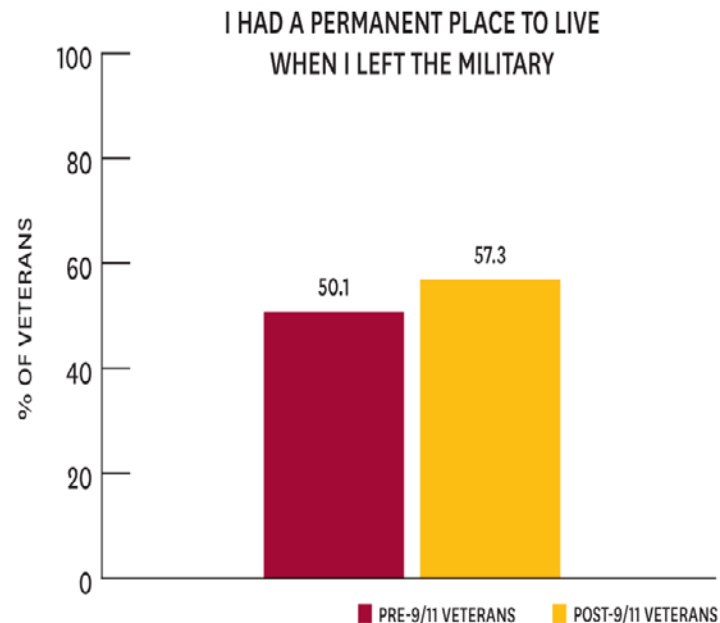


Figure 11. Percent of pre-9/11 and post-9/11 veterans reporting permanent housing arrangements upon leaving the military

TRANSITION

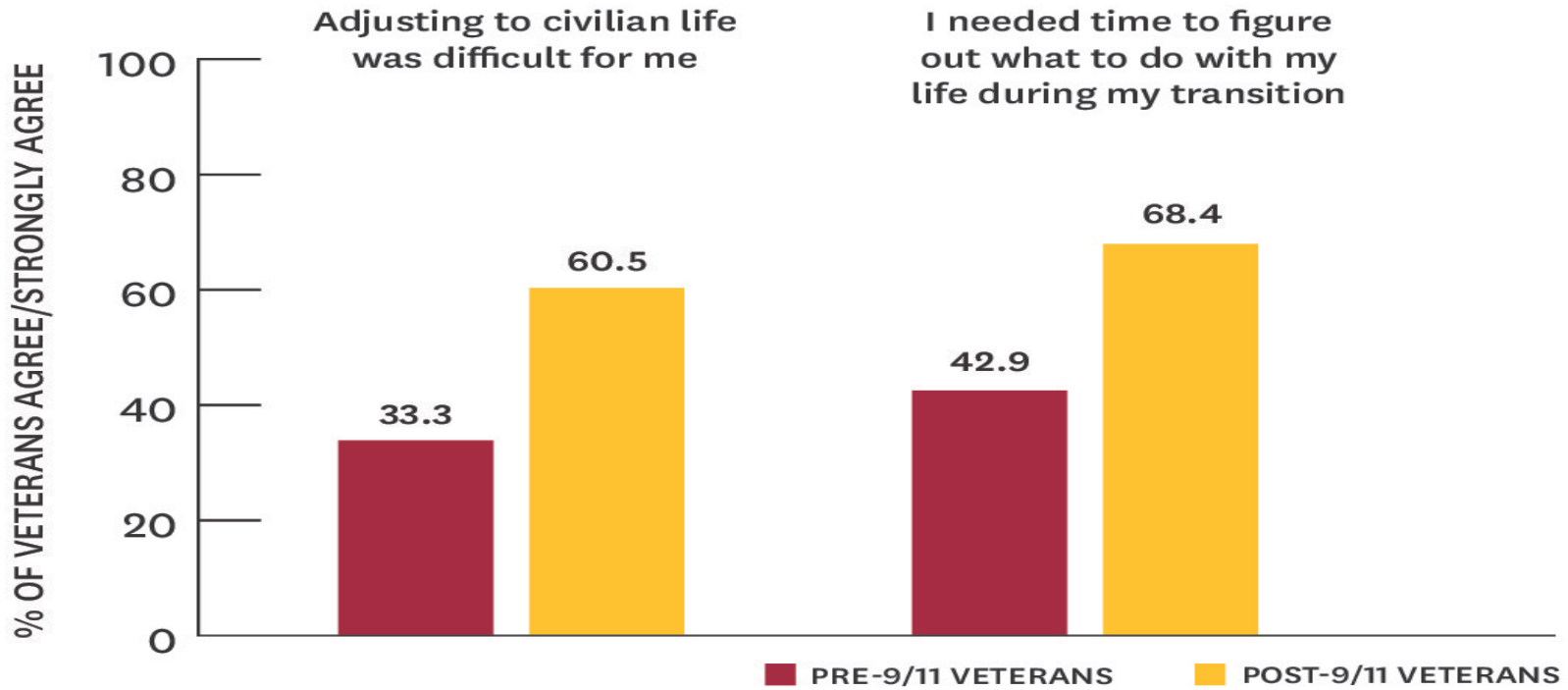


Figure 2. Percent of pre-9/11 and post-9/11 veterans reporting transition difficulties

SOCIAL CONNECTEDNESS

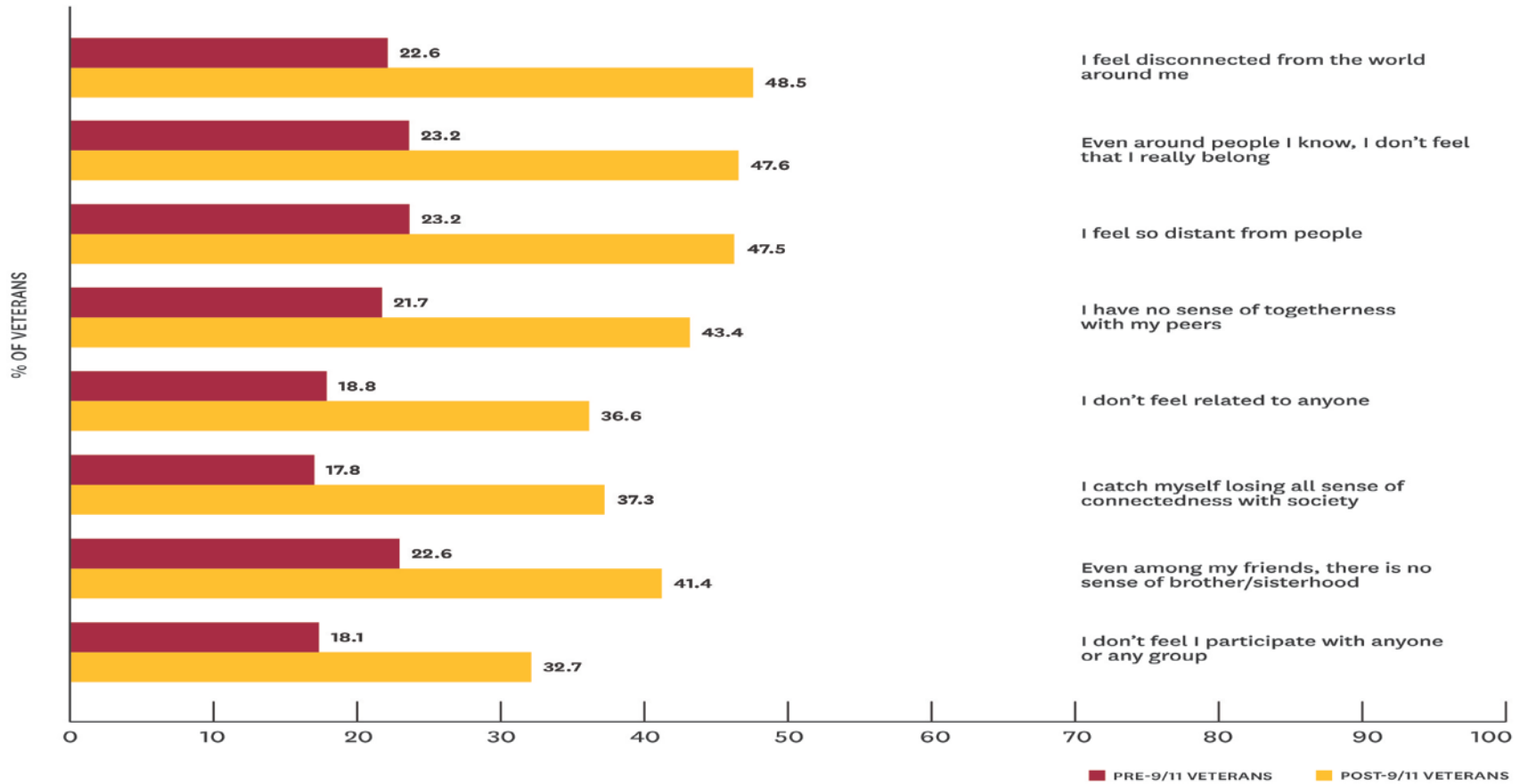


Figure 5. Pre-9/11 and post-9/11 veterans' perceptions of social connectedness

PERCEPTIONS

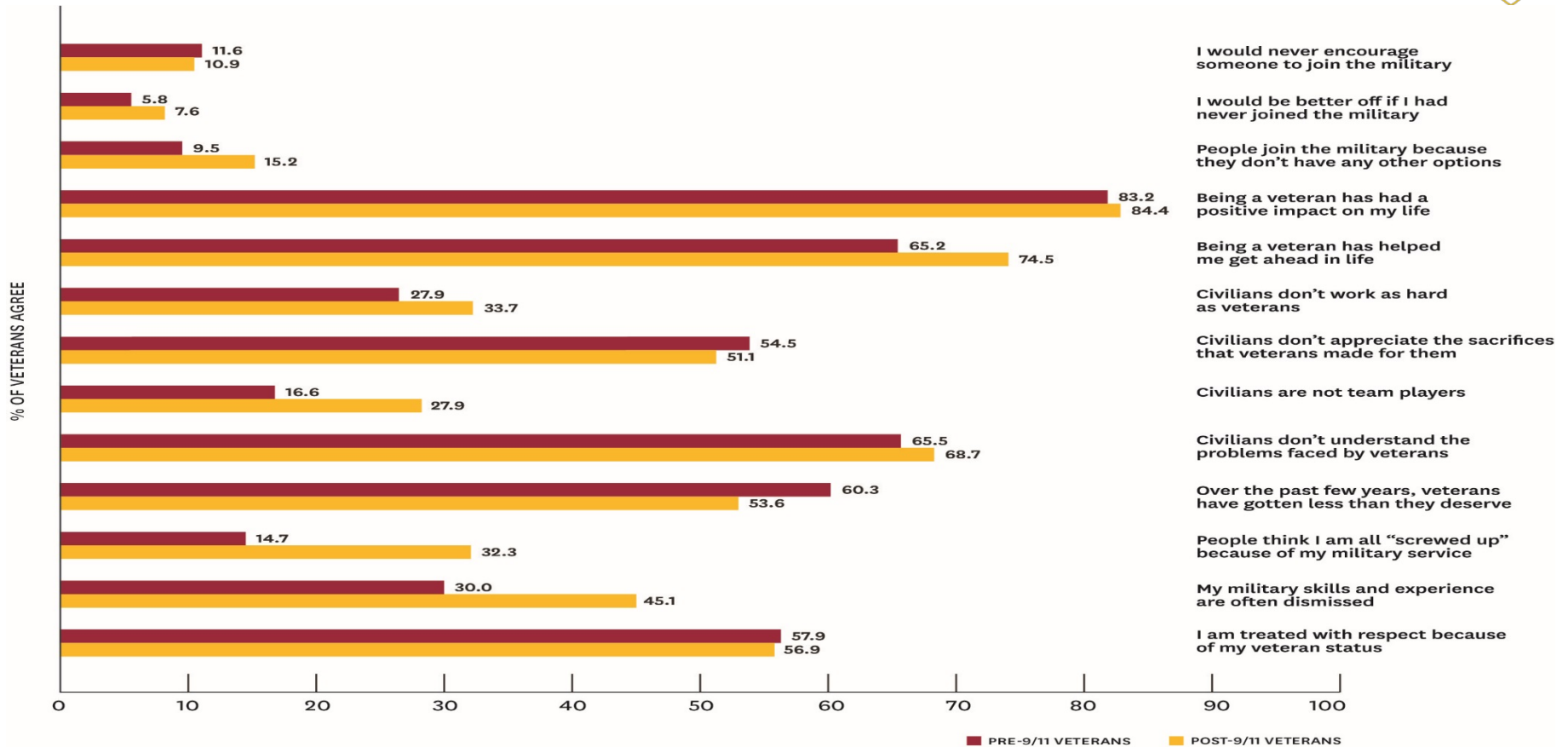


Figure 4. Pre-9/11 and post-9/11 veterans' perception of veteran status

EMPLOYMENT STATUS

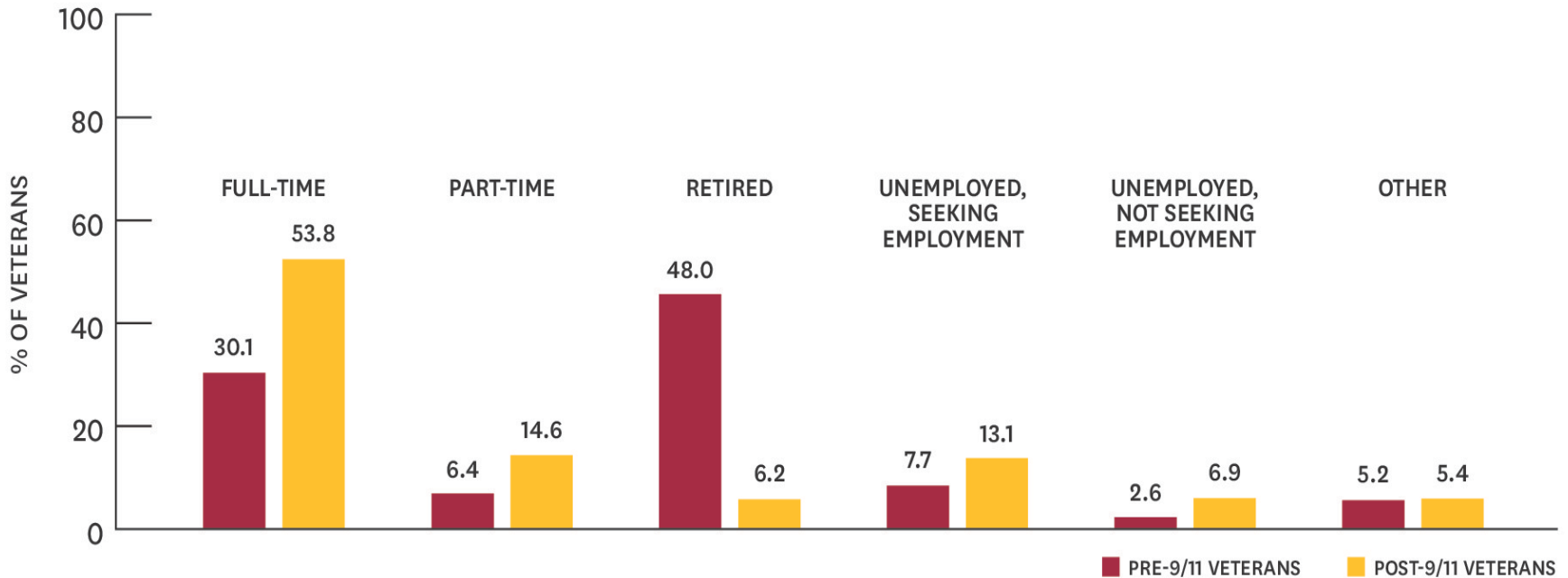


Figure 7. Percent of pre-9/11 and post-9/11 veterans reporting working full-time, part-time, retired, unemployed, seeking employment, unemployed and not seeking employment or other



UNEMPLOYMENT

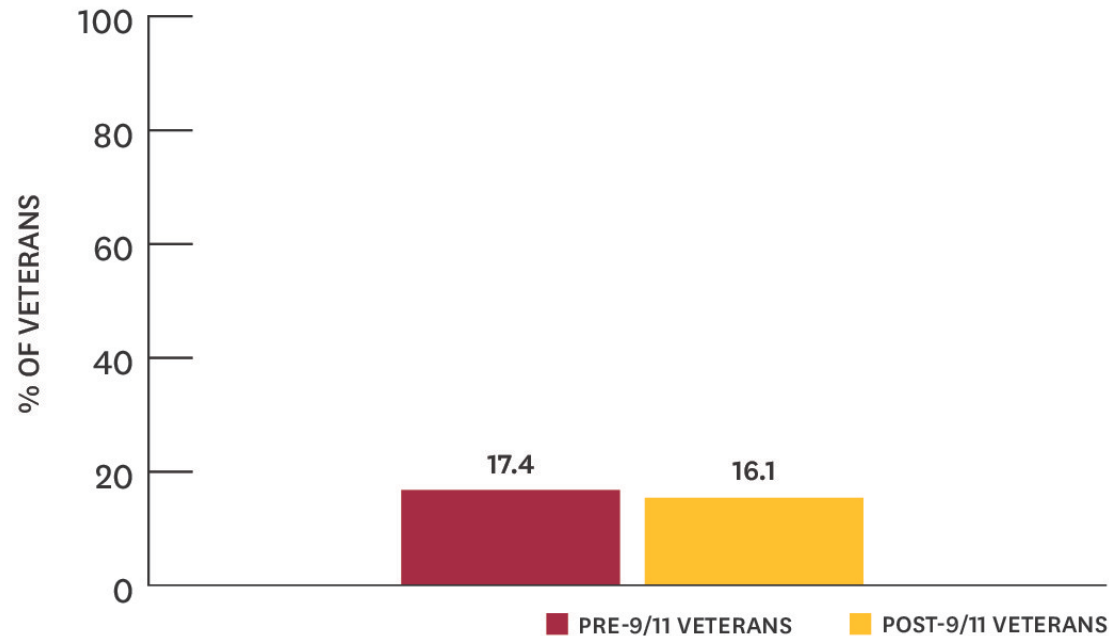


Figure 8. Percent of pre-9/11 and post-9/11 veterans unemployed (includes only those currently in the workforce)



INCOME

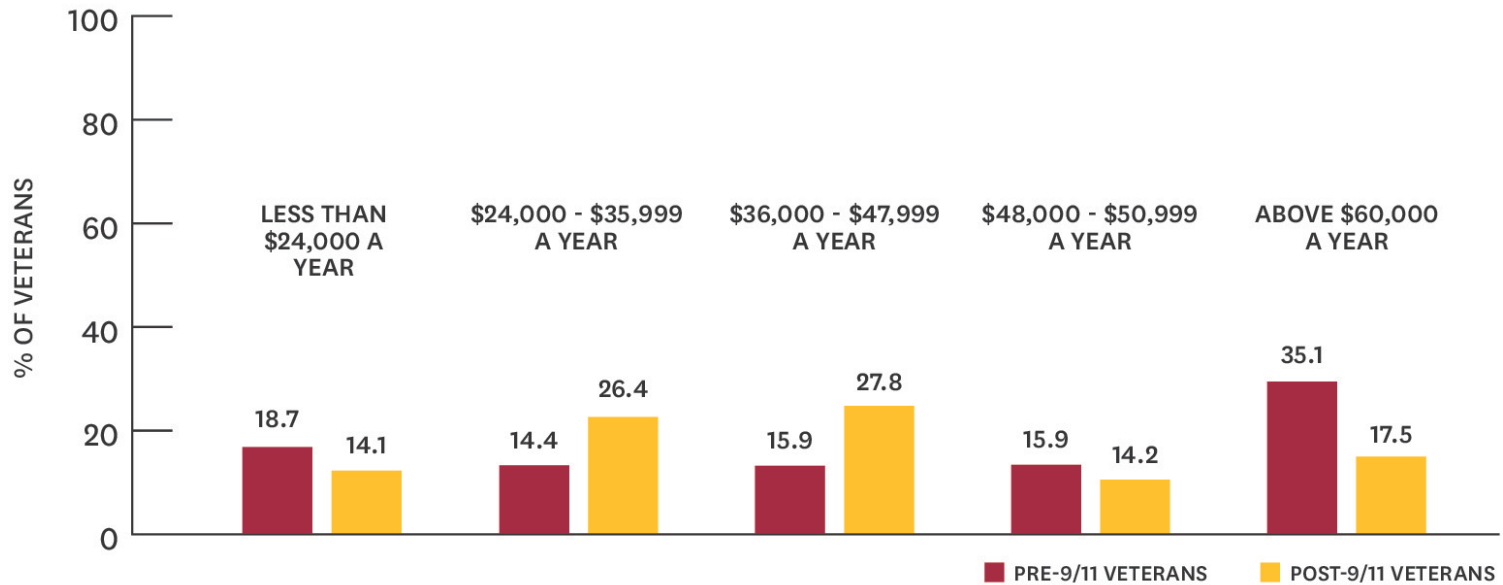


Figure 9. Median monthly household gross (before taxes) income for pre-9/11 and post-9/11 veterans working full-time



HOUSING

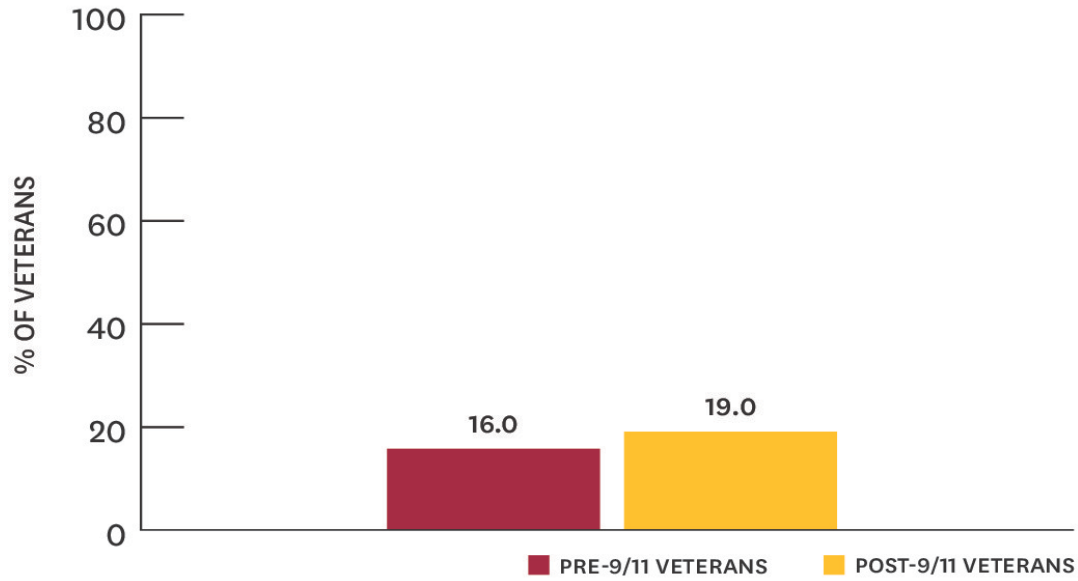


Figure 12. Percent of pre-9/11 and post-9/11 veterans indicating being homeless in the past three months

"BOTHERED A LOT" BY THE FOLLOWING SYMPTOMS IN THE LAST 30 DAYS

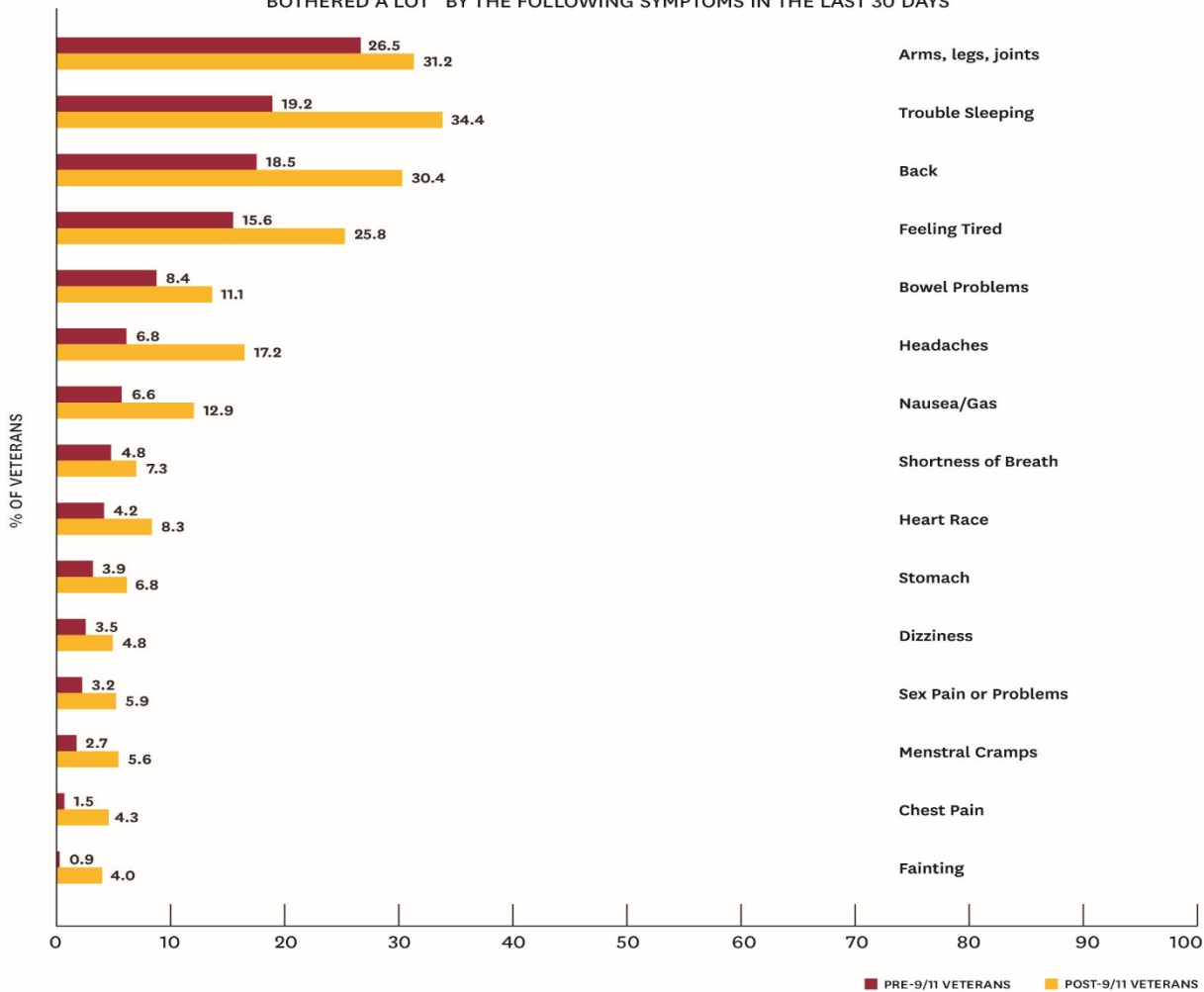


Figure 15. Pre-9/11 and post-9/11 veteran physical health symptoms in the past 30 days

PHYSICAL HEALTH



Thirty-two percent of post-9/11 veterans and 20% of pre-9/11 veterans indicated moderate to severe physical health symptoms.



MENTAL HEALTH

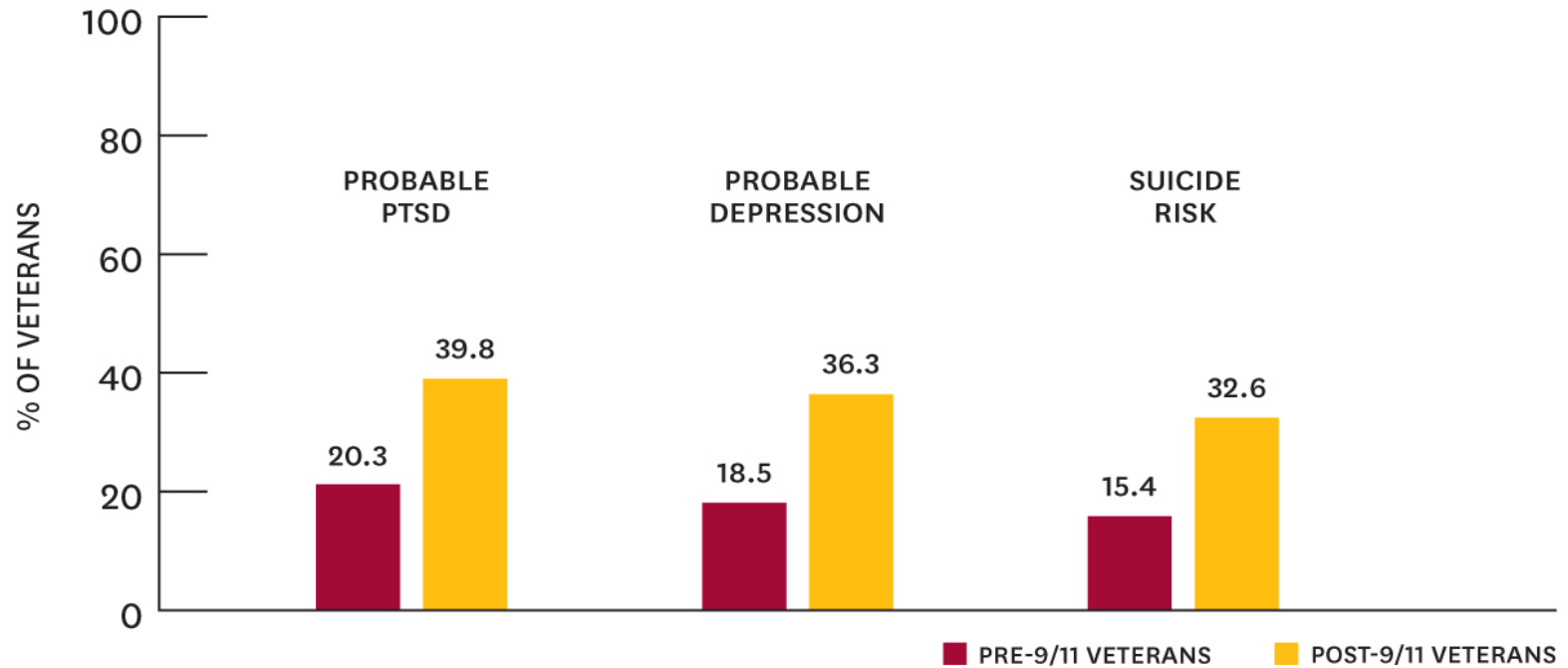


Figure 16. Percent of pre-9/11 and post-9/11 veterans who screened positive for PTSD depression, and risk for suicide



HELP-SEEKING

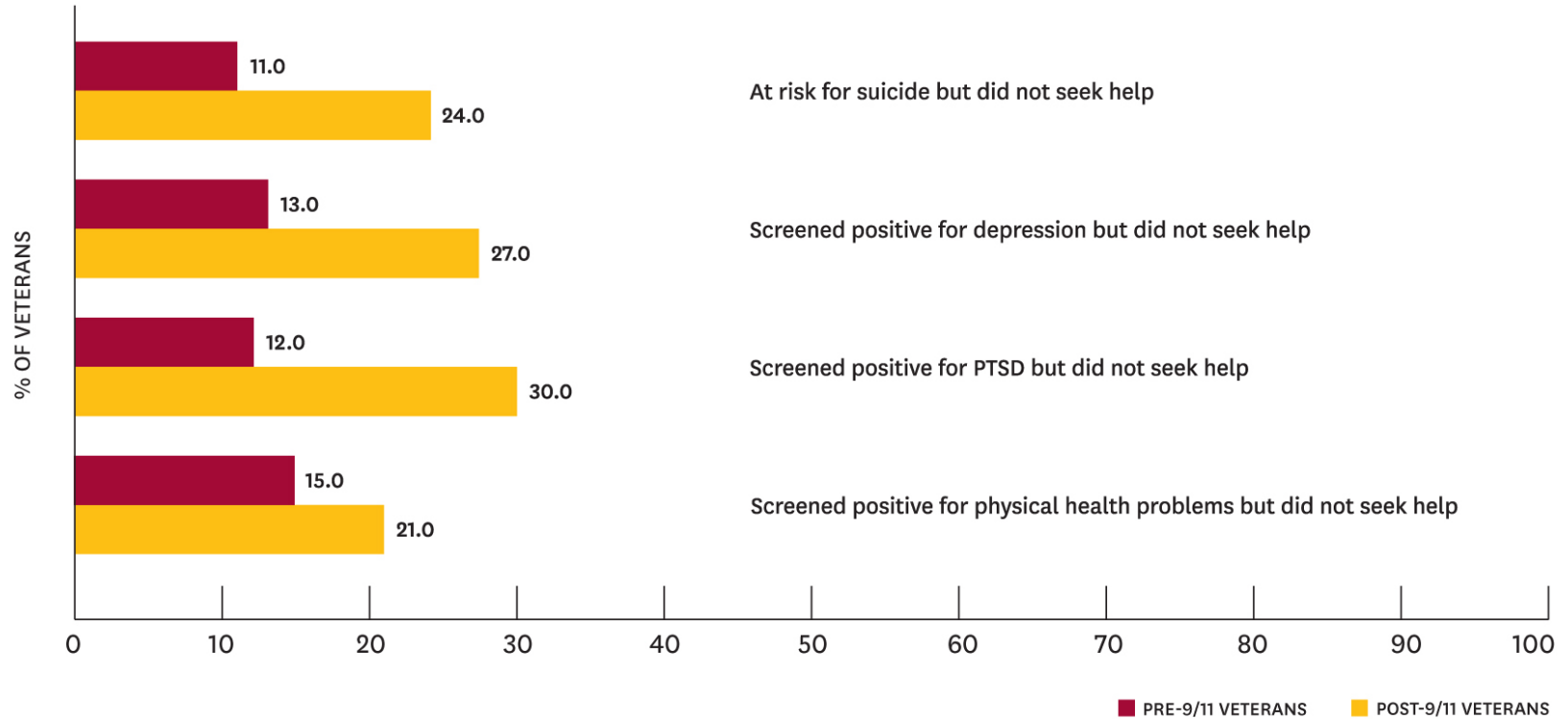


Figure 22. Percent of pre-9/11 and post-9/11 veterans who screened positive for a mental or physical health issue and did not seek care in the past year

Nov. 20, 2015, IVMF, Study 1 Final Report & Results



A DATA-DRIVEN APPROACH TO VETERANS' TRANSITION: EDUCATION, EMPLOYMENT & POST- SERVICE SUCCESS

❖ **Corri Zoli, Ph.D.,**
Director of Research/Assistant Research Professor, Institute for
National Security & Counterterrorism (INSCT)

❖ **Rosalinda Maury,**

Director of Applied Research and Analytics, Institute for Veterans &
Military Families (IVMF)

❖ **Daniel Fay, Ph.D.,**

Assistant Professor of Public Management, Mississippi State University

 **SYRACUSE UNIVERSITY**
INSTITUTE FOR VETERANS
AND MILITARY FAMILIES
JPMorgan Chase & Co., Founding Partner



INSCT
SYRACUSE UNIVERSITY



On the cover: U.S. Army Spc. Gerald Schumacher of 2nd Battalion, 35th Infantry Regiment, 3rd Brigade Combat Team, 25th Infantry Division, climbs a mountain Jan. 11, 2012, in Watapur district, Kunar province, Afghanistan (Photo by Staff Sgt. Trey Harvey).

Top Ranked Key Challenges in Transition

Q. From the following choices, what are the key challenges in your transition?

Top 5 Ranked Key challenges

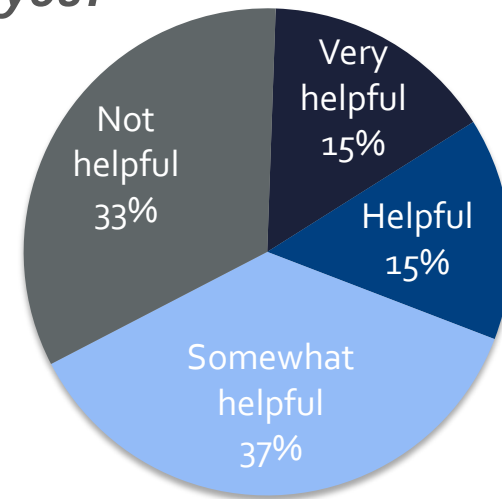
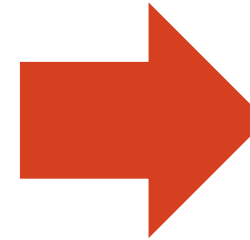
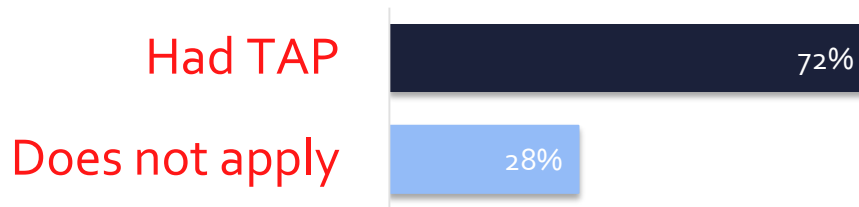
- Navigating VA administration or benefits
- Getting a job
- Financial struggles
- Getting socialized to civilian culture
- Depression
- Skills translation

Top ranked challenges
revolve around
Administration/Benefits,
Employment,
Assimilation, and
Wellness



TAP Preparation

Q. Was the Transition Assistance Program (TAP) helpful to you?



72% indicated had TAP while 28% said TAP does not apply. Of those that had TAP:

- 33% said TAP was not helpful
- 37% said TAP was somewhat helpful
- 30% said TAP was helpful or very helpful

PANEL DISCUSSION I: TRANSITION PROGRAM LEADERS

Moderator: Amy Sherman, Council for Adult and Experiential Learning



Transition Goals, Plans Success Overview

GERARD METOYER gerard.metoyer@navy.mil

TIM BUTTERFIELD tim.butterfield@navy.mil

office (847)688-2412



Transition GPS at Naval Station Great Lakes



- Veteran Employment Initiative & VOW ACT
- Career Readiness Standards
- DoD Skillbridge
- Veterans Employment Portal [VETS.GOV](https://www.vets.gov)
- Participation at Naval Station Great Lakes



Veterans Employment Center



This site is a [work in progress](#). If you don't find what you need, visit [VA.gov](#).

VA | Vets.gov

Search

[Home](#) > [Careers and Employment](#)

Careers and Employment

The Veterans Employment Center™ (VEC) connects Veterans and their families with meaningful employment and career-development opportunities.

Job Seekers

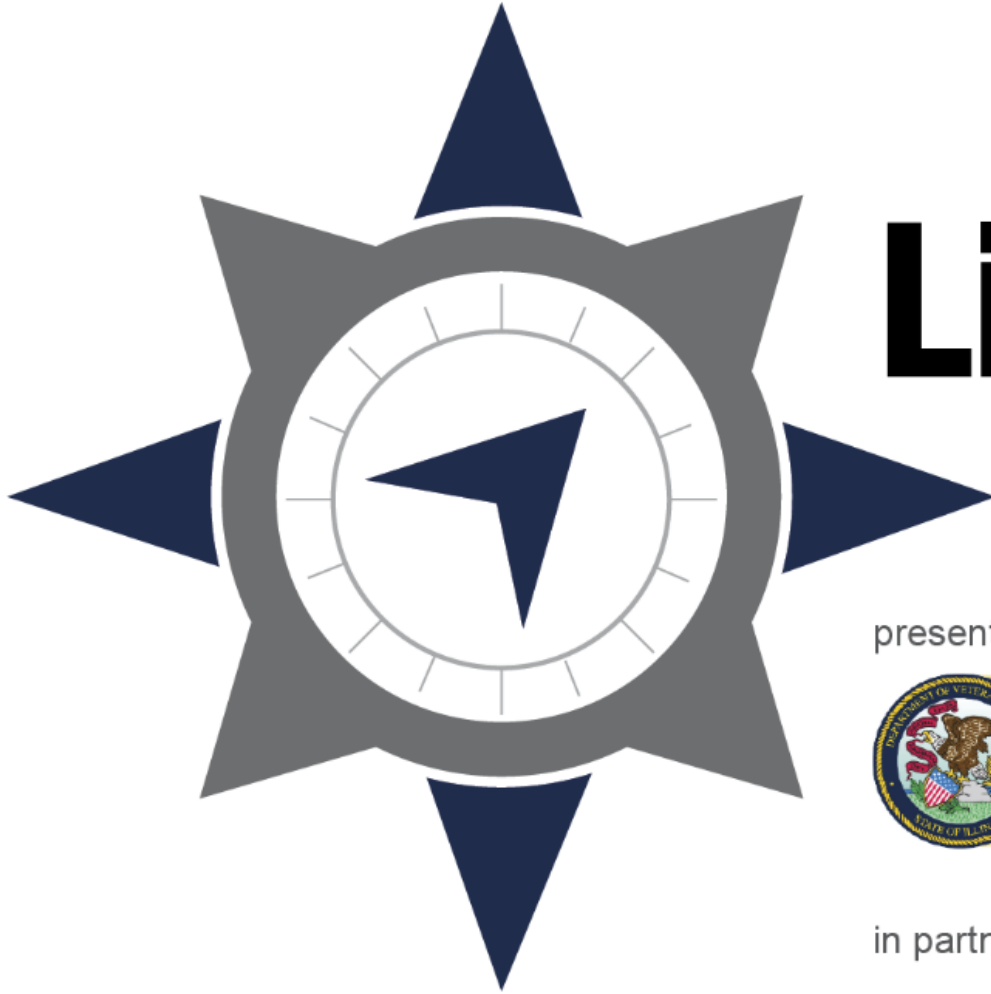
Map your military skills, build a civilian résumé, search career opportunities, and discover organizations that can assist you with career development and employment.

Employers

Make a public hiring commitment when you post open positions. You'll benefit from Veteran experience and skills, and you'll hire the best!

[Military Spouses and Family Job Seekers](#)

[Start or Grow Your Business](#)



LifeNav

presented by



Illinois Department of
Veterans' Affairs

in partnership with





WHAT IS LIFENAV?

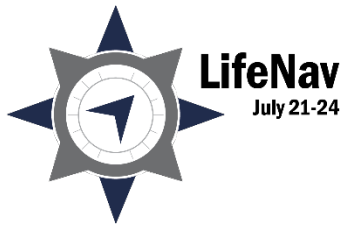
- **LifeNav** is a year-long program offered to veterans who are either transitioning out of the military within six (6) months or have transitioned within the last two (2) years.
- Selected applicants receive *transitional training* from professional development leaders and *unique networking opportunities*.
- This unique program consists of intensive monthly workshops focused on transitional topics, followed by industry panel discussions, social networking, and *individual peer-to-peer coaching*.
- Unlike many similar programs open to veterans, **LifeNav** is not focused on remedial transition support, but rather provides *a dynamic and challenging experience* that hones veterans' leadership capabilities to help them navigate their next life chapter.



OBJECTIVES

Through participation in
LifeNav
participants will:

- ▶ **Explore their leadership journey** and reflect on what has brought them to their transition.
- ▶ Exhibit the capability and inclination to **see and act within a broader context.**
- ▶ **Increase self-awareness around abilities, behaviors, and actions** while growing and developing leadership and learning capabilities.
- ▶ Explore industry trends in veteran hiring and **align transferrable military skills** to current job growth sectors.
- ▶ Examine the **strategic entry points** and options for navigating their next life chapter.
- ▶ Articulate their values, talents and passions and translate that into a **core purpose statement and leadership brand.**
- ▶ Diagnose current and **desired network** and plan **meaningful contact opportunities.**
- ▶ Chart their **leadership journey forward** with several actionable steps.
- ▶ Discover **strategies** to enable sustained performance.
- ▶ Sharpen their **executive presence.**
- ▶ Learn best practices and **practice** honing key interview skills.
- ▶ **Craft a differentiated presentation** for future employment interviews.
- ▶ **Engage with key leadership** from Chicago's premier corporations.
- ▶ **Build their professional network.**



THE KEY PLAYERS



Illinois Department of
Veterans' Affairs

The mission of IDVA is to empower veterans and their families to thrive by assisting them in navigating the system of federal state and local resources and benefits; by providing long-term health care for eligible veterans; and by helping veterans to address education, mental health, housing, employment, and other needs.



Bunker Labs is a program built by veteran entrepreneurs — for veteran entrepreneurs. The Bunker targets existing veteran owned tech startups and aspiring entrepreneurs to come, create, and conquer the business world through their ideas, hard work, and strategy.



VETERANS LEADERSHIP
COUNCIL

The mission of the Veterans Leadership Council is to establish an authentic and relevant leadership voice for the current veteran community by creating locally thriving and nationally connected networks of military veterans who are leaders in business and government.



BUNKER LABS TRANSITION FELLOWSHIP

THE COMMERCIAL CLUB OF CHICAGO

Veterans Working Group

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VETERANS LEADERSHIP
COUNCIL

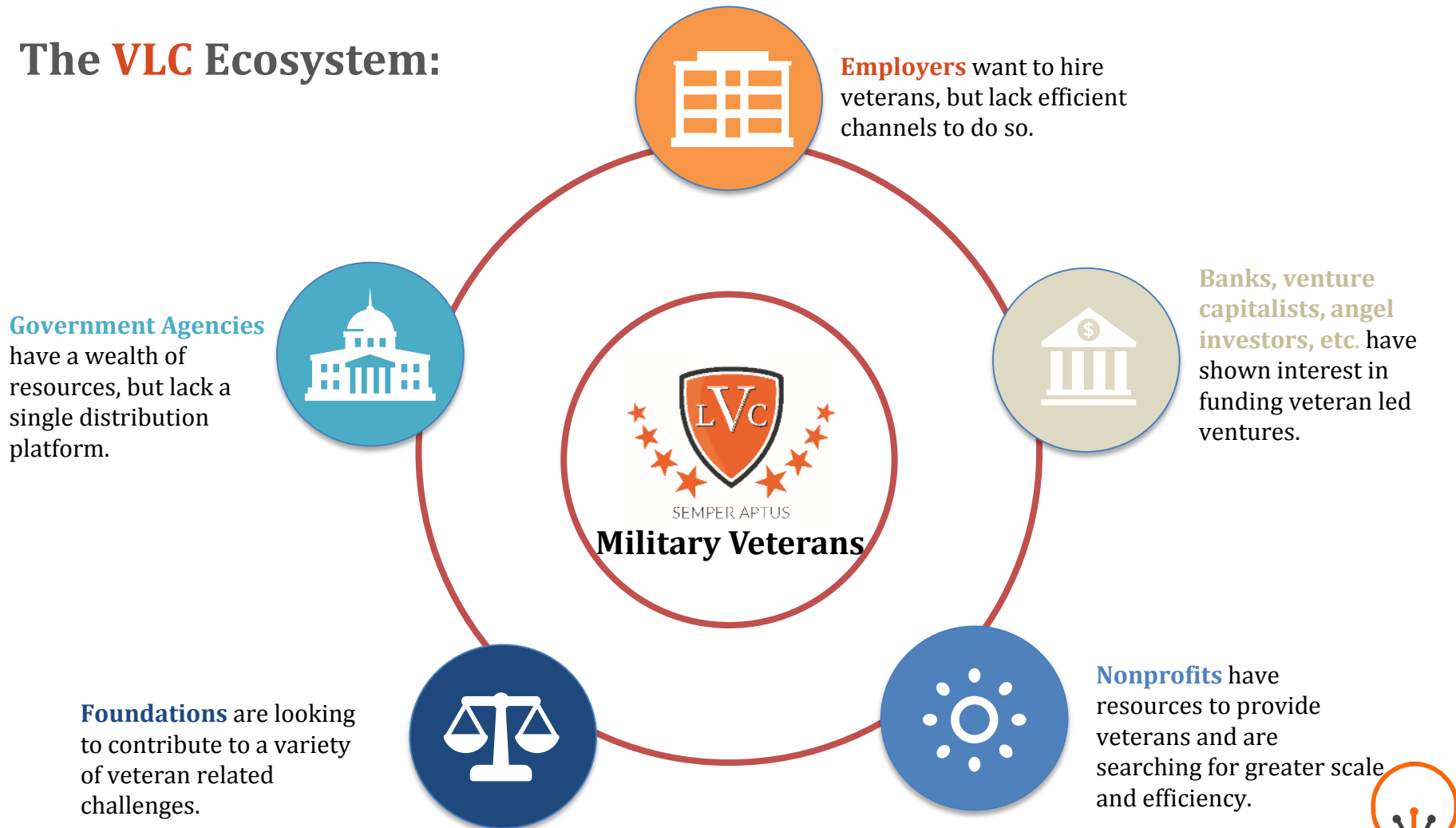
SEMPER APTUS



The VLC Creates a “High Collision” Environment

The VLC has developed “high collision” environments that efficiently connect veterans with relevant stakeholders and resources.

The VLC Ecosystem:



Why a Fellowship Model?

70%

...of veterans believe that networking is the most effective solution for veteran unemployment and under-employment. The Bunker Fellowship is rich with networks and follow on possibilities for other veteran initiatives. Every participant will develop a thriving corporate network.

55%

...of veterans believe that under-employment is one of the least addressed challenges (i.e. “I got a job, but not a good job for what I am capable of”). Facilitating three internships ensures that veterans get the highest / best offer for their skills, and actually gives them leverage and negotiating power.

63%

...of veterans believe that the biggest challenge for transitioning service members today is a pervasive lack of understanding of the military skillset among civilian employers. This program moves from perception to action with great candidates in great roles.



Next Steps?

Scale

- Develop cohort of participating companies (VLC & VWG)
- Frame individual fellowship opportunities at each participating company
- Distribute fellowship opportunities to all Active Duty military personnel 12 months out from separation (Bunker Labs)

Sustain

- Sponsor project management position to coordinate all logistics
 - Application process
 - Application review
 - All correspondence
 - Main point of contact for companies, fellows, applicants, and DoD
- Sponsor formal networking programming (at least one event a month)

Replicate

- Expand fellowship opportunities to cities nationwide
- Bunker Labs in 12 cities by the end of 2016
- VLC in 5 cities by the end of 2017





CONTACT

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Michael Hubbard

President, Veterans Leadership Council

president@VeteransLeadershipCouncil.org



PANEL DISCUSSION II: TRANSITION PROGRAM PARTICIPANTS

Moderator: Amy Sherman, Council for Adult and Experiential Learning



BUNKER LABS TRANSITION FELLOWSHIP

THE COMMERCIAL CLUB OF CHICAGO

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SEMPER APTUS

VETERANS LEADERSHIP
COUNCIL



2016 Fellowship Pilot Program--Chicago

BL & VLC facilitated 12+ Networking Opportunities and 25+ Personnel Connections*

Alex Panosian, CPT, U.S. Army

Background

- Originally from Milwaukee, WI.
- West Point graduate and Field Artillery Officer.
- Deployed to Afghanistan in '12-'13, also stationed in Germany from '12-'15.

Waterton

- Waterton is a real estate private equity firm with properties nationwide.
- Alex participated in a four month rotational fellowship with the acquisition, market research, capital programs, and operations teams.

Hyde Park Angels

- HPA is the Midwest's premier angel investment network. They source and manage venture capital investments in early stage start-ups.
- Alex met with entrepreneurs regularly to support the firm's sourcing efforts.

What's Next?

- Alex begins the University of Chicago Booth's full-time MBA program this fall.
- He remains open to opportunities in the investment and consulting communities. He is particularly interested in growth strategy and better understanding what it takes to rapidly scale companies.

Fellowship Experience Takeaways:

- High level exposure – Force multipliers
- Flexibility in timing and function
- **Exposure is key: Breadth vs. Depth**
- Explaining the military value proposition

William Dix, LT USN

Background

- Originally from West Michigan
- Attended Grand Valley State University- Commissioned through Officer Candidate School, 2009
- Two tours of duty in San Diego, CA and two deployments 2011 & 2013

Prevail Health Solutions

- Will spent the first 4 months of his fellowship experience serving as the Chief of Staff for Prevail Health Solutions in West Town.
- Prevail is a private investment backed startup firm that created an online cognitive behavioral therapy platform.

Aon Risk Solutions

- In his current fellowship role, Will is working for the corporate development group at Aon Risk Solutions.
- Valuation and due diligence supporting Aon's global acquisition and divestiture activity.

What's Next?

- Will recently earned his master's degree in Health Communication from Northwestern University and he will graduate next summer with his MBA from the University of Chicago Booth School Of Business.
- He is open to opportunities in consulting and finance with specific focus in venture investment and advising.

Fellowship Experience Takeaways:

- Smooth transition from active-duty service
- **Established network of connections**
- Hands-on work experience and training in relevant industries
- Identified resources and services available to veterans

*Numbers are per participant and took place over ~6 months.



WRAP-UP

David Hiller

President and CEO, Robert R. McCormick Foundation



SAVE THE DATE
Wednesday, November 9th

**COMMERCIAL CLUB LUNCHEON
HONORING VETERANS**

Keynote Speaker:
Rear Admiral Scott P. Moore
United States Navy SEAL Rear Admiral (ret.)

NETWORKING

Kirsten Carroll,
Commercial Club of Chicago