



Multnomah County Veteran Services Taskforce

June 3rd, 2013

9:00am – 10:30am

Multnomah Building, 5th Floor Copper Room, 501 SE Hawthorne Blvd, Portland, Oregon 97214

MEETING MINUTES - Meeting Focus: Veteran Employment

Welcome and Introductions

Task Force meeting attended by: Commissioner McKeel, Sean Files, Don Weber, Doug Kuhl, Eric Zimmerman, Tony Dornbusch, Andrez Posada, Dorian Gualotunia, Martin Clark, Tressa Kovachevich, Nathaniel Boehme, Roy Weedman, Steven Easterday, Alex Glover, Keith Falkenberg, Barry Zimmerman, Carla Gonzales, Ernest Petefish, April Woods, Barbara Willer, Elan Lambert, Seth Lyon, Pat Lucas

TOPIC / PRESENTER	NOTES	Action
Employment Presentation Dorian Gualotunia, Tony Dornbusch, Andrez Posada	<p>Dorian, Tony and Andrez presented on their experience during the recent hiring process for Andrez' position, coming from the perspectives of the recruiter, hiring manager, and candidate.</p> <p>Recruitment: Dorian developed a recruitment plan for the open position, with an intense 3-week recruitment period. He discussed using Skype and flexibility with scheduling interviews (Andrez was stationed in Japan), and the importance of translating one's abilities from military to civilian experience. Important for a candidate to know what the employer is looking for and provide the equivalence to their prior roles.</p> <p>Hiring Manager: Tony described the value of an application with identified transferable skills from military service, including ones that aren't necessarily highlighted in the job posting (such as managing people, logistics – schedule/creating routes, working under pressure)</p> <p>Applicant: Andrez broke his job search experience into three parts: resume/cover letter, job search, and interview.</p> <ol style="list-style-type: none">1) Resume: He passed around his resume while describing the effort he put into making it clean and 1 page, translating titles (company commander -> CEO, Marines -> employees, operations officer -> project manager), and mixing skills identified in the job description with his personal experience.2) Job Search: He used indeed.com, but noted that there are other helpful search tools depending on the field you are looking for. Also used JMO (Junior Military Officer) recruiters to help – a free service.3) Interview: He practiced for the interview, had materials laid out for phone call, and took the whole process seriously.	

<p>Barriers and Duplications</p> <p>All</p>	<p>Concerns or barriers identified during group discussion:</p> <ul style="list-style-type: none"> • Difficult to interview over the phone instead of in-person. Valuable in this instance to use Skype for the video feed. • Concerns about adapting to the difference in chain of command between military role and a union represented civilian position. • Concerns about slower pace of “desk job”, with less regimented environment. • Some service members have a mindset that they want to be done with their deployment, and don’t focus on the job readiness classes or plan for next steps. • Classes have service members mixed together, so those who are forced out may have a negative influence on those who are honorably discharged and serious about career planning. • Transition can be a stressful time for service members - when they return they may not have a car, a place to live, or even a phone. • Stigma about all veterans having post traumatic stress, or expectation that service members yell at people like drill instructors in the movies. • There is a difference between officers and enlisted soldiers, and it is important to understand that resources or recommendations for one group may not resonate with the other. 	
<p>Action Steps</p> <p>All</p>	<p><u>Recommendations for job searchers:</u></p> <ul style="list-style-type: none"> • Fill in the gaps – identify how your experience relates to the position, and don’t expect the recruiter with a stack of resumes to do that research. • Take the classes and your career planning seriously, and use the resources available for service members • Use skill translators: specific examples suggested include Home Depot and a tool that 211 info recently created. • Highlight abilities commonly developed in military service and how they would impact the position and organization, such as discipline, punctuality, respect. These “soft skills” are important in all settings, but may be taken for granted by applicants. <p><u>Recommendations for recruiters and hiring managers:</u></p> <ul style="list-style-type: none"> • Explore options to be flexible with start date or training for new (or current) employees who are transitioning back from deployment. • Consider having a veteran liaison for HR recruiters, to serve as a resource for questions and to help translate titles and experience. • Utilize supplemental questions – train managers to write supplemental questions that get the information they are looking for • Seek education about employment legislation, such as HB 3207 (2011) that requires employers to interview a veteran candidate who meets minimum qualifications. <p><u>Recommendations for service providers and advocates:</u></p> <ul style="list-style-type: none"> • Educate others on veteran and military culture, with a focus on addressing the stereotype about post traumatic stress and the reality of trauma experience. There can be negative and positive impacts of stressful situations during military service. 	<p>Home Depot Translator available at: http://bit.ly/HDskills</p> <p>211 tool provided in separate attachment, and can be requested here: http://211info.org/UnderstandingMilitary/</p>

**Project
Updates and
Open
Discussion**

<p>Veterans Justice Project at DCJ – Marty reported on the County’s Dept of Community Justice’s newly-launched veterans project, which he is coordinating. The goals will be to identify veterans under supervision or when they get arrested, route the individual to community court or a veteran’s docket (currently in development), establish a veterans caseload within DCJ, and provide training to staff and service providers for enhanced cultural competency and strategies for working with veterans.</p>	
<p>IADLEST Conference – On June 4th, Commissioner McKeel, Elan Lambert, Linda Maddy, and Tina Edge will present a workshop at the IADLEST Conference, which is an international conference for the people who develop law enforcement training curriculum. We applied last fall and the 2hr veterans workshop was accepted. Adapted from this portion of the SORN training, this workshop will include an overview of veterans’ involvement in the justice system (trends, contributing factors, and available resources), military culture, and implementation strategies for this training.</p>	
<p>Governor’s Executive Briefing – On June 14, there will be an executive briefing on veterans services at Camp Withycombe.</p>	
<p>VASH Housing Vouchers – The 305 vouchers allocated for Multnomah County have now been leased up and are in use. This tremendous success is the product of strong collaboration between the VA, Home Forward, the county and city, JOIN, NW Pilot Project, Central City Concern and other partners, as well as flexible funding made possible by the city’s housing bureau, the county, Home Forward, and United Way. The county’s soon-to-be-adopted budget (June 6th) includes \$30,000 in flexible funds for VASH that will continue to support this effort.</p>	
<p>Central City Concern Veteran’s Picnic: July 18th – Thursday, July 18th, 11:30am-2:30pm, in the North Park Blocks, between Couch and Davis Streets. This free bbq lunch is an opportunity to honor veterans served by CCC and other community partners.</p>	<p>Contact CCC for a ticket.</p>

Next meeting scheduled for ...

July 1st, 2013

9:00am - 10:30am

501 SE Hawthorne Blvd – Copper Conference Room on 5th Floor Portland, OR 97214

**** Meetings normally take place 1st Monday of every month 9:00am - 11:00am ****