

JAY INSLEE
Governor



STATE OF WASHINGTON
OFFICE OF THE GOVERNOR

P.O. Box 40002 • Olympia, Washington 98504-0002 • (360) 902-4111 • www.governor.wa.gov

EXECUTIVE ORDER 19-01

VETERAN AND MILITARY FAMILY TRANSITION AND READINESS SUPPORT

PREAMBLE

Veterans, military service members, and military families are essential and vibrant members of Washington's culture, economy, and workforce. Hundreds of military families come to our state each month, and many choose to call Washington home long after their service is complete. We honor their service and commitment by ensuring every veteran, transitioning service member, Reserve and National Guard member, and military spouse is able to secure a living wage job. As Governor of our great state, I have asked private and public leaders to help military families navigate these difficult transitions. I expect state agencies to lead this effort and serve as model employers.

WHEREAS, transitioning from military service to civilian life poses unique employment, education and training, and other career readiness challenges, including: (1) bridging the gap between military and civilian culture; (2) navigating the impacts of real, potential or perceived physical and mental disabilities; (3) translating military experience into civilian job skills, academic credit, and professional credentials; and (4) working around employers', colleges', and credentialing organizations' lack of awareness regarding the breadth and quality of military experience; and

WHEREAS, transferring between duty stations frequently disrupts military spouse careers, education and training, credentials, and ability to jointly contribute to family income and overall family wellness; and

WHEREAS, military spouses are frequently not credited by prospective employers for paid and volunteer work experience on military installations, and penalized for employment gaps, frequent job changes resulting from military moves, and other biases when an employer learns about their military affiliation; and

WHEREAS, Washington State recognizes that military spouses include any person currently or previously married to a military service member during the service member's time of active, reserve, or national guard duty; and

WHEREAS, veterans, Reserve and National Guard members, and military spouses contribute to diversity in private and public employment; and

WHEREAS, military family wellness is essential to force readiness and resilience, including our armed forces' ability to retain skilled service members and maintain their mental and emotional strength; and

WHEREAS, rising to these challenges requires collaboration across agencies, jurisdictions, and sectors; and

WHEREAS, the VOW to Hire Heroes Act of 2011 promotes collaboration between the U.S. Department of Defense and other federal agencies with state, local, private, and non-profit partners; and

WHEREAS, Washington State has demonstrated commitment to employment of veterans, transitioning service members, Reserve and National Guard members, and military spouses through employment campaigns such as YesVets, Military Spouse Economic Empowerment Zones, the Veterans Employee Resource Group (VERG), and related initiatives.

NOW, THEREFORE, I, Jay Inslee, Governor of the state of Washington, by virtue of the power vested in me by the Constitution and statutes of the state of Washington do, effective immediately, hereby order and direct:

1. Washington State Military Transition and Readiness Council (WSMTRC).

The WSMTRC will coordinate and support collaboration on career assistance for veterans, transitioning service members, Reserve and National Guard members, and military families between federal, state, and local agencies, non-profit organizations, and businesses.

WSMTRC strategic priorities and direction shall be set by an executive committee chaired by The Director of the Washington State Department of Veterans Affairs (DVA), who will also provide staff support. Other executive committee members will include the Commissioner of the Employment Security Department (ESD), the Secretary of the Department of Social and Health Services (DSHS), the Director of the State Department of Commerce (Commerce), the Adjutant General of the Washington Military Department (WMD), the Executive Director of the State Board for Community and Technical Colleges (SBCTC), the Executive Director of the Workforce Education and Training Coordination Board (WETCB), and the Executive Director of the Washington State Student Achievement Council (WSAC), or their designees. My Executive Director of Legislative Affairs and Policy, or their designee, will serve as my designated representative to the Council. The DVA Director will invite leaders from military installations, other federal, state, and local agencies, non-profit organizations, veteran and military spouse organizations, and businesses to sit on the Executive Committee. The DVA Director may also appoint an Executive Committee Co-Chair, sub-committees, workgroups, and other leaders as appropriate. The Office of Financial Management (OFM) and Department of Enterprise Services (DES) will ensure that agency employment practices support and model the Council's priorities and strategic direction.

2. Data Sharing and Evaluation.

DVA will pursue and maintain data sharing agreements with ESD, the U.S. Department of Defense, and other public/private partners. The purpose of these agreements will be to evaluate the effectiveness of transition support strategies, identify veterans and their families requiring services, and ensure full access to veteran and military family benefits and services. ESD, OFM, and other executive cabinet agencies designated by the DVA Director will fully participate in and support this effort.

3. Veteran and Military Spouse Owned Businesses.

DVA, DES, ESD, and the Office of Minority and Women's Business Enterprises (OMWBE) will pursue and maintain partnerships with other state agencies and public/private partners to promote veteran owned businesses and military spouse owned businesses in Washington State. DES will work with DVA, OMWBE, Commerce, and other partners to promote state agency contracting with and procurement from veteran owned businesses. Activities will include reviewing procurement data, veteran owned business availability, and agency budget needs, and establishing narrowly tailored policy for procurement practices and preferences. Each executive cabinet agency shall set a procurement target for certified veteran-owned businesses based on Washington State's disparity study and gubernatorial goals, record procurement awards in WEBS, and report procurement results to DVA. DVA will publicly report results. DES, DVA, and OMWBE will establish and maintain agency reporting standards and protocols. DVA will work with DES, ESD, OMWBE, Commerce, and other partners to identify and address barriers to starting and growing military spouse owned businesses.

4. Hiring Campaigns.

ESD, DVA and Commerce shall partner to promote employment of veterans, transitioning service members, Reserve and National Guard members, and military spouses respectively. The ESD Commissioner or designee shall lead development and implementation of hiring campaigns, and partners will collaborate with other state and local organizations as appropriate.

5. Credentialing.

All executive cabinet agencies that issue professional credentials, including licenses, certifications, registrations, and permits, shall establish procedures to expedite the issuance of credentials for transitioning service members, Reserve and National Guard members, and military spouses who reside in or are relocating to Washington State. As allowed by statute, expedited procedures may include: (1) recognition of comparable military experience and credentials issued by the military and other states; (2) pursuit of interstate compacts that allow for reciprocal recognition of comparable credentials; and (3) issuance of temporary or provisional licenses.

6. Agency Veteran and Military Spouse Employment Plans.

Each executive cabinet agency shall develop annual plans to increase the employment representation of veterans and military spouses respectively. At a minimum, plans will include: (1) utilizing WorkSource job posting, candidate search, applicant matching, and other related veteran and military spouse employer services; (2) creating bridge employment opportunities such as temporary, seasonal, internship, and job shadow assignments; (3) allowing remote and flexible work arrangements; and (4) identifying and actively promoting jobs that are both relevant to veteran and military spouse skills and experience, and conducive to transition and change of duty station. Agencies will report progress and future plans as prescribed by OFM to include: (1) the number of veterans hired during the prior year; (2) the number of bridge employment opportunities created during the prior year that resulted in full-time employment for veterans and military spouses; (3) an effectiveness/impact assessment of veteran and military spouse programs, policies, and activities; and (4) the number of all anticipated hires for the current year. OFM will collaborate with DES, ESD, DVA, and other public and private partners to identify and develop resources to assist agency human resource staff and hiring managers. OFM will also collaborate with DES, ESD, and DVA to identify, develop, and pilot strategies for measuring military spouse employment in state government.

7. Equal Employment Opportunity.

Agencies shall review job postings and applicant screening and selection tools to ensure they do not exclude transferrable military and military spouse employment skills and experience. Agencies shall not eliminate Military spouses from consideration due to employment gaps, varied occupation history that resulted from military moves, or other military affiliation.

8. State Employee Resource Groups.

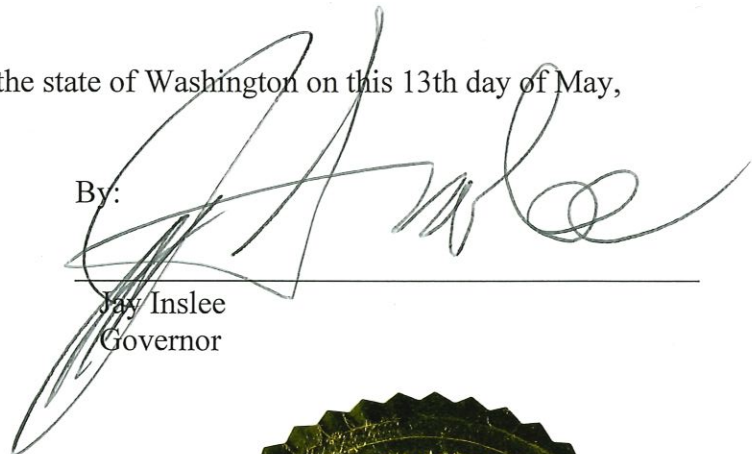
OFM will convene and support a cross-agency employee-led resource group or groups to promote recruitment, retention, and development of veterans and military spouses in state government. DVA will provide executive sponsorship for the group or groups. Executive cabinet agencies will support employee participation in the group or groups and approved initiatives. Agencies are encouraged to sponsor agency-level resource groups, and either include military spouses in their veteran groups or create separate military spouse groups.

All other elected officials, institutions of higher education, agencies, boards and commissions are invited to follow the provisions of this Executive Order.

This Order is effective immediately and shall supersede Executive Order 13-01, which is hereby rescinded.

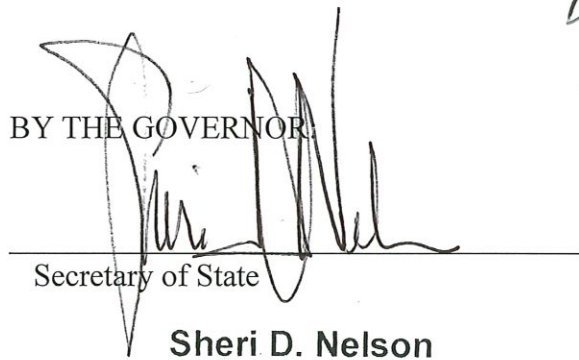
Signed and sealed with the official seal of the state of Washington on this 13th day of May, 2019, at Olympia, Washington.

By:



Jay Inslee
Governor

BY THE GOVERNOR



Secretary of State

Sheri D. Nelson
Deputy Secretary of State

