NASWA 2019 Veterans Conference Agenda

Tuesday, August 6:

7:30 a.m. to 8:30 a.m.  Hosted Breakfast (committee members & invited guests only)  Penn Quarter AB
8:30 a.m. to 5:30 p.m.  Veterans Committee Meeting (committee members & invited guests only)  Constitution CDE
10:15 a.m. to 10:30 a.m.  Break (committee members & invited guests only)  Constitution Foyer
12 noon to 1:30 p.m.  Hosted Lunch (committee members & invited guests only)  Penn Quarter AB
3:30 p.m. to 3:45 p.m.  Break (committee members & invited guests only)  Constitution Foyer
5:00 p.m. to 7:00 p.m.  Early Registration  Location TBA

Wednesday, August 7:

7:30 a.m. to 8:30 a.m.  Hosted Breakfast (committee members & invited guests only)  Penn Quarter AB
7:30 a.m. to 5:30 p.m.  Conference registration  Location TBA
7:30 a.m. to 11:00 a.m.  Exhibitor Set-Up  Constitution CDE
8:30 a.m. to 11:00 a.m.  Veterans Committee meeting (committee members & invited guests only)  Constitution CDE
11:30 a.m. to 5:30 p.m.  Exhibit Showcase  Independence Foyer
11:00 a.m. to 12:30 p.m.  Lunch on your own
12:30 p.m. to 2:00 p.m.  Conference Opening Ceremonies  Independence Ballroom

- Introductions by Mike Slater*, Strategic Outreach Specialist, USDOL VETS
- Welcome to the Sixth Annual NASWA Veterans Conference by Beth Townsend*, Executive Director, Iowa Workforce Development, and Chair, NASWA Veterans Affairs Committee
- Colors presented by Joint Armed Forces Color Guard of the Military District of Washington*
- The National Anthem sung by Dennis Wimer*, Executive Director, Indiana Department of Veterans Affairs
- The Pledge of Allegiance led by Ryan Thompson*, Assistant Deputy Director, Office of Workforce Development, Ohio Department of Job & Family Services
- Remarks by Karen Pence, Second Lady of the United States
- Welcome to the District of Columbia by Elliot Tommingo*, Director, DC Mayor’s Office of Veterans Affairs
- Remarks by Sam Shellenberger*, Acting Assistant Secretary of Labor, USDOL VETS

2:00 p.m. to 3:00 p.m.  Keynote speaker: Flo Groberg*, Captain, US Army, Medal of Honor recipient  Independence Ballroom

Army Captain Florent “Flo” Groberg was on his second deployment to Afghanistan in August 2012 when he demonstrated the selflessness and bravery that earned him the Medal of Honor. Tackling a suicide bomber and saving countless lives while protecting fellow soldiers, Groberg’s actions that day made him only the 10th living American to receive the nation’s top award for valor in combat since the attacks on September 11, 2001. Today, as chief of staff for Boeing Commercial Airplanes, he continues to be a powerful and
prominent advocate for veterans’ issues. He will reveal how people and experiences throughout his life influenced his heroism, and share inspirational thoughts about going above and beyond the call of duty, finding positive in the negative, and summoning your best in the most adverse conditions.

3:00 p.m. to 3:10 p.m.  
**A Word from Our Speaker Sponsor**  
Independence Ballroom

3:10 p.m. to 3:20 p.m.  
**Remarks by Colonel Prescott Farris*, Director, Soldier for Life**  
Independence Ballroom

Soldier for Life is an official program of the United States Army created to help connect Soldiers, Retired Soldiers, Veterans and their Families, with people in the community who can aid them with access to opportunities and resources to achieve their civilian career and life goals.

3:20 p.m.  
**Introduction of the NASWA Veterans Affairs Committee members by Beth Townsend***  
Independence Ballroom

3:20 p.m. to 3:30 p.m.  
**A Word from Our Platinum Sponsors**  
Independence Ballroom

3:30 p.m. to 3:45 p.m.  
**Networking Break**  
Independence Foyer

3:45 p.m. to 5:00 p.m.  
**Seeing the Signs – What You Can & Should Do to Help Prevent Suicide**  
Independence Ballroom

Presented by: Dr. Keita Franklin LCSW, PhD, Chief Clinical Officer, Psych Hub

Dr. Franklin will cover the basics of suicide prevention and equip attendees with strategies and resources to support the Veterans in their state’s workforce. Attendees will learn how to understand the scope of suicide as a national public health issue; recognize important suicide risk factors and warning signs to know; and learn where to find education on evidence-based best practices to identify and support at-risk Veterans in the workforce.

5:00 p.m.  
**Remarks by Scott B. Sanders, Executive Director, National Association of State Workforce Agencies (NASWA)**

5:30 p.m.  
**Conference adjourns for the day; Dinner on your own**

**Thursday, August 8:**

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<td><strong>A Word from Our Gold Sponsors</strong></td>
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<td>8:15 a.m. to 9:45 a.m.</td>
<td><strong>An Employer’s Perspective</strong></td>
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**Moderator:** Charlie Terrell, Director, National Labor Exchange, NASWA

**Panelists:**

- Carol Eggert*, Senior Vice President, Military & Veteran Affairs, Comcast NBCUniversal
- Cathy Breeze**, Vice President, Booz Allen Hamilton
- Chip Hawkins*, Military Program Manager, Aetna & CVS Health
- Lewis Runnion*, Managing Partner, Eleven-09
- Matt Brogdon*, Senior Engagement Manager, Microsoft Military Affairs
- Monte Zaben*, Principal, Deloitte & Touche LLP
A Word from Our Silver Sponsors

Independence Ballroom

Networking Break

Independence Foyer

9:45 a.m. to 10:00 a.m.

Concurrent Breakout Sessions (seven sessions)

1. American Indian/Alaska Native Veterans: Addressing the Challenge (Workshop Track #1)

American Indians and Alaska Natives have a long and proud tradition of service in the United States military, and serve in far greater numbers than other population groups. They may return home to rural areas and tribal lands where access to employment, training and health care, are not readily available. What can state workforce agencies do to better serve this population of Veterans to improve their quality of life, educational attainment, and employment opportunities? This session is one of three workshops addressing the needs of American Indian/Alaska Native Veterans, and will feature three people with unique knowledge of these challenges.

Moderator: Ryan Thompson*, Assistant Deputy Director, Office of Workforce Development, Ohio Department of Job and Family Services

Presenters: Juanita Mullen*, American Indian/Alaska Native Veterans Liaison, Center for Minority Veterans, US Department of Veterans Affairs; MSG Lorena Wilson*, Regional Deputy Director, Northeast US & Europe, Soldier for Life; Christopher Key, CEO & Founder, True North Diversified

2. Leveraging LinkedIn for Veterans, Military Spouses & Business Engagement

McPherson Square

This session will focus on new tools and tips to make the most of your LinkedIn presence. If you aren’t using LinkedIn to connect with employers, service providers, and other Veterans, you are missing out! And now LinkedIn has partnered with the Department of Defense’s Spouse Education & Career Opportunities program to provide no-cost year-long LinkedIn Premium memberships to military spouses.

Moderator: Mike Miller*, Chief of Veterans Services, Utah Department of Workforce Services

Presenters: Sarah Roberts*, Head of Military & Veteran Programs, LinkedIn; Michael Quinn*, Senior Manager, People Advisory Services, EY

3. Veteran Jobs Mission – this session will be repeated Thursday afternoon

Lafayette Park

It began in 2011 as the 100,000 Jobs Mission with 11 leading companies committed to hiring 100,000 veterans by 2020. Since then, the coalition has evolved to 200+ leading member companies that represent virtually every industry in the United States economy. The coalition has been renamed the Veteran Jobs Mission and has collectively hired more than 488,000 veterans. How did they do it, and what advice do they have for Veterans job seekers?

Moderator: Wayne Smith*, State Veterans Coordinator, New Jersey Department of Labor and Workforce Development

Presenters: Jason Wright*, Vice President, JPMorgan Chase; Tom Downs*, Associate Director of Inclusion & Engagement Talent Acquisition, Gartner; Edward Carr*, Director, Military & Veteran Affairs, Comcast NBCUniversal; Todd Karch*, Senior Regional Talent Supply Chain Leader, Amazon; Tiffany Daugherty*, Vice President, Military Affairs, Barclays

4. State Promising Practices

Farragut Square
Moderator: **David Douglass***, Veterans Program Support Specialist, Indiana Department of Workforce Development

a. **North Carolina:** “What is Priority of Service?”

The state of North Carolina has partnered with USDOL VETS to make sure Veterans are receiving precedence over non-covered persons in obtaining all employment and training services. Come to this session to learn what’s required, what’s not, what’s covered, what’s not, and how one state developed training to ensure everyone understands the principles of POS.

*Presenters: Archie Barrow*, State JVSG Director, and **Lane Dyer**, North Carolina DVET.

b. **Washington State:** “Recognizing Those Who Hire Veterans ... The Other Half of the Career Formula.”

Washington State has three district programs for recognizing employers who recruit, hire, retain and honor Veterans in their workforce. This session will tell you about their Commissioner’s Hire-a-Veteran award, the YesVets program, and how they actively promote the USDOL Hire Vets Medallion Program – following a complimentary approach that focuses on the unique scope and intent of each award.

*Presenters: Sam Mitchell*, WorkSource Administrator, **Monique Martin**, Program Coordinator, State Veterans Program

c. **New York:** “Collaborative Innovation in Veterans Services and Care”

In this session, Colonel (US Army, Retired) Jim McDonough, Director of Veterans Services for New York State, and former Managing Director for the Institute for Veterans and Military Families (IVMF) at Syracuse University, will share innovative strategies and promising practices supporting the needs of the state’s military connected members and their families.

*Presenter: Jim McDonough*, Director, New York State Division of Veterans Services

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5. **Microsoft Software & Systems Academy**

This Microsoft training fast tracks veterans into sweet tech careers! In partnership with Embry-Riddle Aeronautical University and Saint Martin’s University, Microsoft’s Software and Systems Academy prepares service members for a new career post service in the IT industry. Training is available for high-demand jobs in cloud development, cloud administration, cybersecurity administration, and database/business intelligence administration. Program graduates have the opportunity to interview for full-time jobs with Microsoft and other hiring partners, such as Prudential.

*Moderator: David Silcox*, Northern Regional Veteran Manager, Virginia Employment Commission

*Presenters: Joe Wallis*, Director, Military Engagement, Microsoft Military Affairs; **Matt Brogdon**, Senior Engagement Manager, Microsoft Military Affairs; **Jim Beamesderfer**, Vice President, Veterans Initiatives, Prudential

6. **Serving Military Caregivers – this session will be repeated Thursday afternoon**

This panel will raise the awareness to the needs, challenges and the importance of employment initiatives for military caregivers. A collaborative approach between organizations is necessary in addressing military spouse and caregiver employment issues. Panel members will present current efforts to elevate knowledge, promote support, and increase employment initiatives for military caregivers.

*Facilitator: Robin Kelleher*, CEO/President, Hope For the Warriors

The nationwide employment picture is strong, but rural areas lag far behind in recovery and employment rates. In fact, 10 years after the beginning of the great economic recession in December 2007, rural America still hadn’t recovered. According to the Bureau of Labor Statistics, rural counties had 770,000 fewer jobs in October 2017 than they had in 2007. Greater economic diversity, increased hiring and training opportunities can help them keep pace with their urban counterparts through limitless employment opportunities in the global, digital economy. Changes in technology, skills requirements, work relationships, and demographics threaten to leave many workers behind, but remote jobs offer ways to broaden and diversify the types of jobs and companies that these communities can benefit from. Long gone are the days when virtual admin, data entry, and writing are the only “work from home” jobs. Learn how partnerships like those with FlexJobs, Hilton and Utah’s Online Jobs Initiative can serve as a fantastic model for how access to remote jobs can benefit other rural areas impacted by high unemployment and scant locally based job opportunities.

Moderator: Rick Gully*, Veterans Services State Coordinator, South Dakota Department of Labor and Regulation

Presenters: Mika Cross**, Vice President, Employer Engagements, FlexJobs; Laurel Farrer, Strategist, Rural Online Initiative, Utah State University Extension; Lori Adams, Veterans Policy Director, NASWA; Mininia Hawkins*, Military Community Support Programs, Department of Defense, Military Community & Family Policy; Anne Bibb, Senior Director, Customer Care, Hilton Worldwide

8. Listening Session with USDOL Vets Leadership (for Jobs for Veterans State Grant staff only)

Here’s your chance to share your thoughts, ideas and suggestions with USDOL VETS Jobs for Veterans State Grant leadership. They want to hear from you! Are there Veteran populations you think you should be serving? Are there cumbersome rules and policies that are adversely affecting your ability to serve Veterans? And what is working really well, and should be continued or expanded upon?


12 noon to 1:15 p.m. Plated Lunch Independence Ballroom
12:15 p.m. to 1:00 p.m. 50 States: Veterans + Artists United Independence Ballroom

Michigan-based nonprofit, [HAS HEART] is taking its HERO[series] on the road for a "50 States: Veterans + Artists United" working tour traveling state-to-state to partner a Veteran with a graphic designer in every state to give each Veteran a creative voice through art, design, and fashion.

Featured speaker: Tyler Way, artist/designer, [HAS HEART]

1:30 p.m. to 3 p.m. Concurrent Breakout Sessions (seven sessions)
1. **American Indian/Alaska Native Veterans: Becoming Culturally Competent** (Workshop Track #2)  
   Franklin Square  
   Get rid of any stereotypes you have about American Indians from bad Hollywood movies and television, and learn how you can  
   grow your understanding of American Indian/Alaska Native Veteran cultures and traditions. There are over 570 tribes in the United  
   States, and all of them have their own history, tradition, language and culture. This session – presented by three American Indians  
   who represent three different tribes (the Seneca, Apache and Sioux) – will give you valuable insight in how to work effectively with  
   American Indian/Alaska Native Veterans. This session is one of three addressing the needs of American Indian/Alaska native  
   Veterans.  
   *Moderator: Matt Brogdon*, Senior Engagement Manager, Microsoft Military Affairs  
   *Presenters: Juanita Mullen*, American Indian/Alaska Native Veterans Liaison, US Department of Veterans Affairs; *MSG Lorena Wilson*  
   Regional Deputy Director, Northeast US & Europe, Soldier for Life; *Christopher Key*, CEO & Founder, True North Diversified; other speakers to be identified  

2. **Disability Accessibility is Just an App Away**  
   McPherson Square  
   Not only is your smartphone much more powerful than the computers NASA used to send a man to the moon, but it also provides  
   access to a number of accessible tools to help people with vision and hearing problems, learning disabilities, mental health issues,  
   mobility limitations, and much more. These same tools – most available at no cost – also provide solutions to employers looking for  
   reasonable accommodations under the ADA. Bring your phone with you to this hands-on session, and discover tools that are only  
   an app away.  
   *Moderator: Beth Townsend*, Executive Director, Iowa Workforce Development  
   *Presenter: Kayla Flaten, Teams Technical Specialist, Microsoft  

3. **Veteran Jobs Mission** – this session is a repeat from Thursday afternoon  
   Lafayette Park  
   It began in 2011 as the 100,000 Jobs Mission with 11 leading companies committed to hiring 100,000 veterans by 2020. Since then,  
   the coalition has evolved to 200+ leading member companies that represent virtually every industry in the United States economy.  
   The coalition has been renamed the Veteran Jobs Mission and has collectively hired more than 488,000 veterans. How did they do  
   it, and what advice do they have for Veterans job seekers?  
   *Presenters: Jason Wright*, Vice President, JPMorgan Chase; *Tom Downs*, Associate Director of Inclusion & Engagement Talent  
   Acquisition, Gartner; *Edward Carr*+, Director, Military & Veteran Affairs, Comcast NBCUniversal; *Todd Karch*, Senior Regional  
   Talent Supply Chain Leader, Amazon; *Tiffany Daugherty*+, Vice President, Military Affairs, Barclays  

4. **What’s New at NVTI?**  
   Farragut Square  
   Representatives from Management Concepts, who operate the National Veterans Training Institute, have developed several new  
   courses and products in the past year to better equip state-funded staff to serve Veterans, Transitioning Service Members and  
   military spouses. Come to this session to hear about the new Advanced Business Services and Career Coaching courses, tools to  
   help track student attendance, the Jobs for Veterans State Grant Primer, and other resource products in the works.
Moderator: **David Douglass***, Veterans Program Support Specialist, Indiana Department of Workforce Development

Presenters: **Roy Kyles**, Program Manager, Management Concepts; **Dr. Hannah Toney**, Director in Learning & Technology Solutions, Management Concepts

5. **How Virtual Engagement is Changing the Landscape of Veteran Recruitment** – *this session will be repeated Thursday afternoon*

There are several challenges that limit the ability of transitioning military, veterans, and military spouses to connect and engage with civilian employers. Some challenges relate to simple resources (from employer manpower, travel budgets, and ability to get to all the transition sites to transitioning military and military spouses being unable to get to recruitment events). However, the digital landscape impacts the ability of outreach to extend beyond the barriers. Companies have already begun to implement ways to engage in the virtual space, but there is more to be done. Three employers who are committed to helping military secure meaningful civilian employment, present some of the better practices that address these challenges but also discuss where solutions are still evolving.

Moderator: **Victor Glover***, Assistant Director of Veteran Employment Services, North Carolina Department of Commerce

Presenters: **Elizabeth Guevara**, Project Opportunity Lead, Nestlé USA; **Michael Quinn***, Senior Manager, Advisory – Government & Public Sector, EY; **Coral Zelachowski**, Manager, Strategic Sourcing/Talent Acquisition, Sodexo USA

6. **Serving Military Caregivers** – *this session is a repeat from Thursday morning*

This panel will raise the awareness to the needs, challenges and the importance of employment initiatives for military caregivers. A collaborative approach between organizations is necessary in addressing military spouse and caregiver employment issues. Panel members will present current efforts to elevate knowledge, promote support, and increase employment initiatives for military caregivers.

Facilitator: **Robin Kelleher***, CEO/President, Hope For the Warriors

Panelists: **Elizabeth O’Brien***, Director, Military Spouse Program, Hiring Our Heroes; **Madison Moore**, Elizabeth Dole Foundation; **Damion Trasada**, Regional Director, Wounded Warrior Project; **Kayla Williams***, Director of Military, Veterans and Society programs, Center for New American Security; **Danielle Applegate***, Vice President, VetsFirst; **Shannon Razsadin***, Executive Director, Military Family Advisory Network; **Aimee Stoddard***, Military Spouse and Caregiver Careers Manager, Blue Star Families

7. **Warm Handoffs: Connecting Transitioning Service Members with an American Job Center**

Want to hear first hand how states and Federal partners are working together to ensure Transitioning Service Members know American Job Centers are not just unemployment offices? You will hear how “Team Bliss” and “Team Bragg” are doing just that, and learn about Iowa’s success partnering with the National Guard/Reserve to offer transition services without an active duty military installation. And as they say, don’t buy yet! Emily Appel-Newby will provide information and insight on a TSM engagement pilot developed by DOL VETS with support from ICF. This pilot consisted of a set of email “nudges,” based on the principles of behavioral economics, to promote use of DOL services (including AJCs) by TSMs as they prepare to separate from the military and upon their exit. Emily will discuss the pilot’s design, implementation and present relevant preliminary findings.

Moderator: **Mike Miller***, Chief of Veterans Services, Utah Department of Workforce Services
Presenters: Emily Appel-Newby, Manager, Justice, Workforce & Community Development, ICF; Ivan Denton*, Director, Office of National Programs, USDOL VETS; Bob Gear*, Director, Texas Veterans Leadership Program, Texas Workforce Commission; Linda Rouse**, District Manager, Iowa Workforce Development; Tim Shatto*, Director, Texas Veterans Commission; additional presenters as identified

8. Accelerating Transition: Helping Military Veterans Identify and Launch Their Next Career

Sharing insights from the Deloitte CORE programs for transitioning military veterans, this workshop will discuss ways to help transitioning veterans and military service members identify their unique strengths and experiences to define their personal brand, leverage career exploration and networking strategies, and tell their own story in a way that resonates with potential employers. There will also be an overview of ways to support veterans who have already accepted a new job, helping them communicate differently than they did in the military, adapt to the new business culture, and find meaning and purpose in their new roles.

Moderator: Mark (Duke) Olds*, Program Specialist, Hawaii Department of Labor & Industrial Relations
Presenter: Heath Clayton, Senior Manager – Global Development and Veteran Transition Leader, Deloitte

3:00 p.m. to 3:30 p.m. Networking break
3:30 p.m. to 5:00 p.m. Concurrent Breakout Sessions (seven sessions)

1. American Indian/Alaska Native Veterans: Promising Practices (Workshop Track #3)
American Indian and Alaska Native people have a proud tradition of serving in the United States military, and at a higher rate than any other group. Unfortunately, many have not been able to access the same type and level of service as their non-Native American counterparts after they return home – but that is changing. This session – one of three devoted to the needs of American Indian/Alaska native Veterans - will highlight efforts underway in North Carolina, Washington State and New Mexico to serve American Indian Veterans, including hiring American Indians as JVSG-funded staff, and offering cultural competency training.

Moderator: Lori Adams, Veterans Policy Director, NASWA
Presenters: Archie Barrow*, North Carolina JVSG Director, Lane Dyer*, North Carolina DVET, USDOL; Harvey Godwin Jr, Tribal Chair, Lumbee Tribe of North Carolina; Sam Mitchell*, Washington State WorkSource Administrator, Monique Martin*, Program Coordinator, Washington State Veterans Program; Christian Zafra*, Tribal Liaison and JVSG State Coordinator, New Mexico Department of Workforce Solutions

2. Focus on Skills for Success
In this session, you will learn why focusing on skills leads to success – for you, for the Veteran and for employers. Why in today’s low unemployment numbers, Veterans need assistance getting careers, not jobs. You will learn why companies large and small need to also focus on skills, and how you can connect employers and Veterans more effectively. Then once connected, how you can help employers capitalize and further develop veterans for long-term retention.

Moderator: Richard Wuthrich*, Statewide Veterans Program Manager, Illinois Department of Employment Security
Presenter: Robyn Grable*, CEO, Veterans ASCEND

3. Military Spouses as Assets in the Modern Workforce

Franklin Square
Independence Foyer
McPherson Square
Lafayette Park
According to the 2012 American Community Survey, military spouses earn 38% less and are 30% more likely to be unemployed than civilian counterparts. Military Spouses bring skills, adaptability, and a sense of team over self that is more valuable than ever in the constantly changing business landscape. This panel will explore best practices for advising military spouses and for companies that want to hire from this rich talent pool.

**Moderator:** Tiffany Daugherty*, Vice President, Military Affairs, Barclays

Presenters: Tiffany Daugherty*, Vice President, Military Affairs, Barclays; Linda Rouse*, District Manager, Iowa Workforce Development; Jennifer Vercellone*, Vice President, Corporate Counsel, Prudential Financial; Laura Schmiegel*, Lead Associate, Community Partnerships, Booz Allen Hamilton; Mike Thompson*, State Veteran Program Director, Indiana Department of Workforce Development

4. **State Promising Practices**

   **Farragut Square**

   **Moderator:** Gary Westerman*, Veterans Program Manager, Kansas Department of Commerce

   a. **Michigan:** “Boots to Heels: Facts About Military Women.”

      Women have been serving in the military since 1775 and worked alongside men to support various military campaigns. However, many women Veterans are still battling stereotypes and barriers that prevent them from being honored in the same way as male Veterans. This presentation will bring to light some of the accomplishments and facts about women Veterans. Everyone should take special interest in this growing population, since the number of women Veterans is expected to triple by the year 2040. **Presenter:** Rebecca Flemming*, Employment Services Manager.

   b. **Colorado:** “Network for Success: Colorado AD Works! Veteran Networking Events.”

      Monthly networking events at Arapahoe-Douglas Works! (ADW) offer not only access to job openings, but also focus on job skill development, and offer mentoring opportunities with HR professionals from companies such as the State Office of Information Technology, Northrop Grumman Corporation, FirstBank, Verizon Wireless, Pacific Architects and Engineers (PAE), Concord Energy Holdings LLC., and Denver Health. This presentation will show how the ADW networking events can be easily replicated by other states using existing facilities and resources with little-to-no cost. **Presenter:** Martin J. Bangert*, Regional Veteran Employment Representative

   c. **Washington State:** “Professional Pathways – Integrating AJC Staff Across Programs.”

      Professional Pathways is a program being pioneered by the Washington State Employment Security Department. This presentation will demonstrate how Washington State is ensuring staff have the knowledge needed to effectively integrate under WIOA and TAA. It will also show how Washington State takes on the mission that every AJC employee will serve Veterans - not just DVOPs and LVERs. **Presenters:** Nona Mallicoat*, Strategic Operations Manager; Tammi Leclerc, Professional Pathways Coordinator

5. **How Virtual Engagement is Changing the Landscape of Veteran Recruitment** – this session is a repeat from earlier Thursday Independence F-G
There are several challenges that limit the ability of transitioning military, veterans, and military spouses to connect and engage with civilian employers. Some challenges relate to simple resources (from employer manpower, travel budgets, and ability to get to all the transition sites to transitioning military and military spouses being unable to get to recruitment events). However, the digital landscape impacts the ability of outreach to extend beyond the barriers. Companies have already begun to implement ways to engage in the virtual space, but there is more to be done. Three employers who are committed to helping military secure meaningful civilian employment, present some of the better practices that address these challenges but also discuss where solutions are still evolving.

**Moderator:** LeRoy Thomas*, Veterans Program Manager, Maryland Department of Labor, Licensing and Regulation

**Presenters:** Elizabeth Guevara, Project Opportunity Lead, Nestlé USA; Michael Quinn*, Senior Manager, Advisory – Government & Public Sector, EY; Coral Zelachowski, Manager, Strategic Sourcing/Talent Acquisition, Sodexo USA

6. **When Legal Issues Get in the Way**

   **Independence H-I**

   This session will highlight work being done in Minnesota to remove and reduce legal barriers to employment. Some of the topics Sara Sommarstrom will cover include criminal expungement, licenses, child support, consumer debt collection and employment law. She will also discuss legal clinics, stand down courts, and how states can find and develop legal partnerships.

   **Moderator:** Raymond Douha*, Veterans Employment Program, Field Operations Manager, Minnesota Department of Employment and Economic Development

   **Presenter:** Sara Sommarstrom, Vetlaw Director, Minnesota Assistance Council for Veterans

7. **Veterans Return to Integrated Competitive Employment (Veterans RICE)**

   Veterans Return to Integrated Competitive Employment (Veterans RICE) is an initiative of the US Department of Labor’s Office of Disability Employment Policy (ODEP) to increase competitive integrated employment for Veterans with significant disabilities, including those in Veterans Health Administration Compensated Work Therapy programs. One strategy for accomplishing this goal is through the use of Discovery and Customized Employment (CE). CE is a process through which jobs are customized for individuals based on their interests, skills, talents and other information gathered during a process called Discovery. This in-depth information guides the job search, and ultimately a position is negotiated with a business that can benefit from the contributions that the individual brings to the business. This resulting job is a win-win situation -- both for the veteran and also for the business.

   ODEP Senior Policy Advisor Richard Davis and Subject Matter Expert Debbie Ball will give a brief overview of Customized Employment and ODEP’s work in this area, provide information about ongoing trainings to the VHA compensated work therapy program staff, and provide examples of real-life success stories of veterans who have secured competitive, integrated employment or self-employment using Discovery and Customized Employment.

   **Moderator:** Christopher Tafoya*, Deputy Administrator, Arizona Department of Economic Security

   **Presenter:** Richard Davis, Senior Policy Advisor, USDOL Office of Disability Employment Policy; Debbie Ball, Subject Matter Expert

5:30 p.m. to 7:00 p.m. **Hosted Networking Reception** with Your Colleagues

5:30 p.m. to 7:00 p.m. **Hosted Networking Reception** with Your Colleagues

Location TBA
Friday, August 9:

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<tr>
<td>8:00 a.m. to 8:30 a.m.</td>
<td>Mark Sanders Award Presentation &amp; Recognition of Nominees</td>
<td>Independence Ballroom</td>
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Moderator: Scott Sanders, Executive Director, National Association of State Workforce Agencies

The 2019 Mark Sanders Award for Exceptional Service to Veterans, with special emphasis on Veterans with Significant Barriers to employment, recognizes the efforts of an entire one-stop career center whose efforts to serve Veterans go above and beyond the scope of mandatory service provision. This award is named in honor of Mark Sanders, who, during his distinguished career with the California Employment Development Department and in leadership positions with the National Association of State Workforce Agencies, was untiring in his efforts to promote excellence in services to Disabled Veterans.

8:30 a.m. to 9:00 a.m.  Navigating Resources: PATRIOTLink

PATRIOTLink enables all Veterans, their families, caregivers, and survivors access to vetted, direct, cost-free, Veteran services. Users can browse and use hundreds of available resources. Their site has just been updated to version 2.0 that houses information on thousands of programs and services in a new interface. The Code of Support Foundation also offers one-on-one assistance to struggling service members, Veterans and their families with the most complex needs.

Presenter: Kristy Kaufmann*, Chief Executive Officer, Code of Support Foundation

9:00 a.m. to 10:00 a.m.  Veteran Entrepreneurs Panel

Corporate America isn’t for everyone. This panel will feature Veteran entrepreneurs who decided owning their own business was the best fit for them. They will discuss how they got started, and how they got to where they are today.

Moderator: Cherylynn Sagester, Director, Veterans Business Outreach Center.

Panelists: Eleanor Thornton*, Visionary Consulting Partners; Michael Thornton*, Visionary Consulting Partners; Suzie Mills*, Honest Soul Yoga; Sheretha Gordon*, Strategic Steps Consulting; Chelsea Mandello*, Troopster Military Care Packages

10:00 a.m. to 10:15 a.m.  Coffee refresh

10:15 a.m. to 11:15 a.m.  “Unstoppable” - Shaun Castle*, Deputy Executive Director, Paralyzed Veterans of America and Professional Athlete

A career-ending injury, numerous surgeries and a life-threatening allergy to pain medications hasn’t stopped Army Sergeant Shaun Castle*, or even slowed him down. After discovering adaptive sports, he went on to play professional wheelchair basketball, graduate from the University of Alabama, plans to be the second person to complete a marathon in an everyday chair, and shares his optimism and pioneering spirit with others by demonstrating how to be “Unstoppable.”

11:15 a.m. to 11:30 a.m.  Closing remarks – Scott Sanders & Beth Townsend*

11:30 a.m.  Conference adjourns! Safe travels everyone. Next year’s conference will be August 12-14, 2020, also at the Grand Hyatt in Washington DC.
* Denotes an individual is currently serving or is a Veteran of the United States military. If they are wearing a Veteran ribbon on their name badge, please thank them for their service, and ask them what you can do for them.

^ Denotes a military spouse. If they are wearing a Military Spouse ribbon on their name badge, please thank them for their support.