



Multnomah County Veteran Services Taskforce

July 1st, 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, Edward Hernandez, Tressa Kovachevich, Marty Clark, Lynn Schemmer-Vallau, Christopher Ohman, Doug Kuhl, John Concepcion, Jerry Criswell, Don Weber, Steven Easterday, Glenn Shuck, Nathaniel Boehme, Carla Gonzales, Deanna Dalton, Lon Getlin, Justin Modrell, Cathy Spofford, Eric Zimmerman, Tina Edge

TOPIC / PRESENTER	NOTES	Action
Employment Presentation Jerry Criswell, Worksource OR Carla Gonzales, Mult County Chris Ohman, ON Semiconductor	<p>Jerry presented on his role and experience with Worksource as the disabled veteran worksource coordinator. When a veteran gets signed up for unemployment, they come to worksource and connect with Jerry or one of his veterans coordinator colleagues.</p> <p>Primary challenges that he reported include homelessness, veterans losing their jobs and losing their homes. Important areas of focus include developing a quality resume, good interview skills, and professional attire. Any of those three can prevent a hire from being made.</p> <p>Chris presented on his experience as a recruiter, and reported that veterans bring valuable skills but often fall through the cracks. How can we market career paths that are available? ON Semiconductor hires maintenance technicians and highlights the potential career path to manufacturing supervisor or section manager positions. Goal is to grow people from within and get out the message that there are avenues to move up. That philosophy encourages the employee to keep working hard, and also means that the business needs to work to keep the employee that they are developing.</p> <p>Recently had veteran worksource reps come in to have lunch and hear about the company and openings. Some important skills in manufacturing are following directions, punctuality, dependability, and "can-do" attitude – all of which are often present in candidates with military backgrounds. In addition to the outreach with worksource, they have asked veterans who are current employees how they got there and what has kept them. Both have been good strategies.</p> <p>Carla presented the Multnomah County workforce report: "The Changing Workforce: Transition to the Future". This report measures the number of individuals at the county who are eligible to retire this year as well as those who are eligible for early retirement. This report also identifies the percentage of employees over the age of 55 (28%), tenure of county employees (11 years), and the classifications most impacted by retirements. Discussion focused on how pipelines for hires are really important for the county and other businesses that face similar succession issues in the coming years.</p>	<p>Worksource report is available at: https://web.mu.ltco.us/sites/default/files/ds4/documents/workforce_planning_report_2013_final_06-03-13.pdf</p>

Barriers and Duplications All	Concerns or barriers identified during group discussion: <ul style="list-style-type: none"> • A lot of people enlist out of high school, do basic training, and go to war. When they return, they think their only skill is being a soldier and don't recognize specific qualities that are attractive to prospective employers. • Often when veterans return from deployment their focus is not on their next job, it's on getting home and seeing family. Once they get back they don't get paid, and when unemployment extensions run out they have to scramble to make ends meet. • Many available jobs aren't livable wage - \$10/hr call center job without benefits isn't a solution for a veteran looking for work. 	
Action Steps All	<ul style="list-style-type: none"> • Help veterans to break down their experience into pieces to better understand their job skills. For example, instead of "tank driver", the role could include managing electrical operations, pre- and post-inspections, managing operations on a multi-million dollar specialized vehicle, etc. • Suggestion to begin a class for veterans on professional attire, interviewing skills, resume development, and civilian nomenclature. Perhaps rotating between the seven offices. • Consider other veteran service programs to assist in job search. For example, SSVF could help a veteran who chose to pay for food rather than house payment and didn't have clothes for an interview. 	The CRRC and Transition Projects do screenings for SSVF and other programs. Q from worksource is at CRRC Thurs 1-3 TPI also does regular screenings at CRRC.

Next meeting scheduled for ...

August 5th, 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 **