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
METHODS

Define Chicagoland
Cook, DuPage, Will and Lake Counties

Targeted multi-prong recruitment strategy

Designed to allow for maximum representativeness in 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.

I DID NOT HAVE A JOB WHEN I LEFT THE MILITARY

<table>
<thead>
<tr>
<th></th>
<th>% of Veterans</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRE-9/11 VETERANS</td>
<td>61.1</td>
</tr>
<tr>
<td>POST-9/11 VETERANS</td>
<td>65.2</td>
</tr>
</tbody>
</table>

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

I HAD A PERMANENT PLACE TO LIVE WHEN I LEFT THE MILITARY

<table>
<thead>
<tr>
<th></th>
<th>% of Veterans</th>
</tr>
</thead>
<tbody>
<tr>
<td>PRE-9/11 VETERANS</td>
<td>50.1</td>
</tr>
<tr>
<td>POST-9/11 VETERANS</td>
<td>57.3</td>
</tr>
</tbody>
</table>
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

- I feel disconnected from the world around me
- Even around people I know, I don’t feel that I really belong
- I feel so distant from people
- I have no sense of togetherness with my peers
- I don’t feel related to anyone
- I catch myself losing all sense of connectedness with society
- Even among my friends, there is no sense of brother/sisterhood
- I don’t feel I participate with anyone or any group
PERCEPTIONS

Figure 4. Pre-9/11 and post-9/11 veterans’ perception of veteran 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.
Figure 8. Percent of pre-9/11 and post-9/11 veterans unemployed (includes only those currently in the workforce)
Figure 9. Median monthly household gross (before taxes) income for pre-9/11 and post-9/11 veterans working full-time.
Figure 12. Percent of pre-9/11 and post-9/11 veterans indicating being homeless in the past three months.
Thirty-two percent of post-9/11 veterans and 20% of pre-9/11 veterans indicated moderate to severe physical health symptoms.

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

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
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
• Participation at Naval Station Great Lakes
This site is a work in progress. If you don’t find what you need, visit VA.gov.

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 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.
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 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.

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
August 31, 2016
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:

Employers want to hire veterans, but lack efficient channels to do so.

Banks, venture capitalists, angel investors, etc. have shown interest in funding veteran led ventures.

Foundations are looking to contribute to a variety of veteran related challenges.

Nonprofits have resources to provide veterans and are searching for greater scale and efficiency.

Government Agencies have a wealth of resources, but lack a single distribution platform.
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

Todd Connor
CEO, Bunker Labs
todd.connor@bunkerlabs.org

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
Veterans Working Group
August 31, 2016
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