

Policy Brief on Veterans Education Workforce Development

1) Issuing Organization

Veterans Alumni Club

2) Title

Interagency Workforce Development for Veterans within NSHE Schools

3) Description of the problem and proposition of the preferred policy

The State of Nevada holds its veteran population in high regard and value for what this demographic brings in terms of leadership, experience, and commitment. Statewide, there are a number of agencies, state-funded and non-profit, that work tirelessly to assist veterans in find gainful employment. We have a solid foundation for educational benefits such as in-state tuition that make the State of Nevada attractive to any veteran seeking to achieve their education. However, at the present moment, there does seem to be a program that brings together the existing local, state and federal programs/agencies that work to assist veterans with employment. These programs/agencies can work with the higher learning institutions in the NSHE system, specifically the career services department, with professional development, resume writing, interview skills, and job search for student veterans. A committee, with representatives from each NSHE institution, can be set up to develop a proper career and employment pathway. The State of Nevada has been successful over that last few years in diversifying the workforce aside from the hospitality industry. If we are to grow economically then having a strong and diverse workforce is crucial to our success and it starts with capturing the top talent in our state. We want our graduates to stay in the great State of Nevada instead of leaving for better job opportunities.

Some of the agencies that would benefit in working with NSHE are the Department of Labor - VETS (DOL VETS), State of Nevada Division of Human Resource Management" (DHRM), Department of Education, Training, and Rehabilitation (DETR), Nevada Department of Veteran Services (NDVS), city and county human resource divisions, and military, national guard and reserves employment and career centers such as Nevada Employment Support of Guard and Reserve (ESGR).

4) Presentation of selected policy options and discussion of their impact

Currently, Nevada offers opportunities for job seekers through DETR, Job Connect, and many other state and federally funded agencies. These departments work to find employment for a person seeking jobs/careers and can be reached at multiple locations across the State. Nevada Job Connect and DETR offers multiple resources through its Veterans Employment Services division and includes extended

Policy Brief on Veterans Education Workforce Development

services for qualifying veterans under the Disabled Veterans Outreach Program (DVOP). These services include priority of service, job search workshops, assessment and guidance services, and labor market information.¹ NDVS offers a landing site for veterans seeking careers, resources, on-the-job training, and apprenticeships. NDVS also has a platform to connect employers with resources, known as the Patriot Employer Program.² DHRM has one employee located in the North and one in the South. DHRM manages a statewide veteran hiring program that offers career advice for state employment, assistance with completing state job applications, and those services are available to all who have served in the military.³ The Department of Defense instituted the ESGR program that seeks ways to provide employer support with training, outreach, and recognition.⁴ DOL VETS offers training for employers through Vets Medallion Program, and a landing site for employers seeking to hire vets or starting an apprenticeship program.⁵

With the amount of resources for veterans, military, family members and employers to connect to, there is no direct connection to NSHE and student veterans to ensure a seamless career development program while in school and when getting ready for graduation. Each NSHE school provides career services and has some sort of system for job placement, however, these opportunities have no specific services or programing that is structured for veterans, military and family members. Nevada is losing out on the opportunities already in place for student veterans career services and opportunities. The State of Nevada has plenty of resources for these institutions but has not developed any program, policy, or committee to maximize what is already in place. Furthermore, the state is potentially losing out on retaining student veterans graduating to other states looking for gainful employment.

Summary:

- There are plenty of city, state, and federal agencies that offer resources for veterans, military, family members and employers for career and job services
- NSHE offers limited career services to veterans, military, family or employers
- Developing a pathway for these institutions to connect with one another would allow for greater access to job placement
- Economic impact would be very low
- Retention of graduates in the State would increase due to the advanced job placement

5) Recommendations

Creating a committee with NSHE and already existing federal, state and local institutions that work on hiring veterans, military members, and family members

Policy Brief on Veterans Education Workforce Development

may facilitate discussions on how an interagency workforce program can assist student veterans entering a post-secondary education. Those student veterans with a near-projected date of graduation can find employment, internships or related opportunities that results in job placement. Many of the agencies that offer services to employment have a vast network with employers making them highly valuable in making connections to the best qualified persons.

NSHE will play a significant leadership role ensuring that these agencies are allowed some access to schools and can develop a system of information sharing between each school and the interagency program. Information shared would be limited to data that is pertinent to job research and placement. NSHE and the committee can create a metric system to rate each schools employment readiness and structure a program specific to each school that would create specific needs of the students, workforce, school, and available resources.

The State's economic impact for creating any type of program would be minimal due to the already existing programing with each agency. If any cost are incurred, they would be related to updating websites, funding a committee meeting for a limited time frame, creating job fairs at NSHE schools, or information distribution. These costs could be shared with the agencies.

6) Concluding remarks

Student veterans in the State of Nevada are making a big impact with graduation rates, innovation, and are helping shape at the way we typically see veterans discharging from service. Millions of veterans, family members, and service members have used some form of military or veterans education benefits. Creating a committee with the leaders of the various military connected human resources and employment services will allow for a discussion on how to better use the resources already in place.

7) References

1. https://nevadajobconnect.com/Page/Veteran_Services
2. <https://veterans.nv.gov/employment/>
3. <http://nvjobs.nv.gov/Veterans/Veterans/>
4. <https://www.esgr.mil/About-ESGR/Contact/Local-State-Pages/Nevada>
5. <https://www.dol.gov/agencies/vets/hire>

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