



King County

Community Services Division

Department of Community and Human Services

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Implementation Plan

2012 – 2017 Veterans and Human Services Levy

Activity 1.3: Veterans Employment and Training

1. Goal

Increase self-sufficiency of veterans and vulnerable populations

2. Strategy

The Veterans and Human Services Levy Service Improvement Plan (SIP) set a goal of enhancing services and access for veterans, military personnel and their families.

3. Activity 1.3 Veterans Employment and Training

This is the only activity funded under Activity 1.3 Veterans Employment and Training.

4. Service Needs, Populations to be Served, and Promotion of Equity and Social Justice

a) Service Needs

Veterans Conservation Corps Program:

The Veterans Conservation Corps Program was established with state funding in 2005 as a volunteer habitat restoration program providing eco-therapy for 100 veterans suffering from post traumatic stress disorder. Many Washington veterans of armed forces conflicts have important skills that may be employed in projects that help protect and restore Washington's rivers, streams, lakes, marine waters, and open lands, and help to maintain urban and suburban wastewater and storm water management systems. This work has demonstrated benefits for many veterans who are coping with post traumatic stress disorder or have other mental health or substance abuse disorders related to their service in the armed forces. The conservation projects also provide an opportunity for veterans to

obtain on-the-job training, leading to certification in specific skill sets and living wage employment in environmental restoration and stewardship.

In 2007, the Veterans Conservation Corps (VCC) was expanded by the state legislature to pilot a work-training program for 30 veterans at Green River Community College, and they have met and exceeded that goal. Veterans Levy funding available under the 2006-2011 Veterans and Human Services Levy provided a full-time program supervisor, a part-time VCC Coordinator to work with the Washington Department of Veterans Affairs, and support services, such as training opportunities, for additional program participants.

In 2009, the Vet Corps (VC) was created after the Edward M. Kennedy “Serve America Act” was made into law on April 21, 2009. The Vet Corps expands the opportunities for serving veterans and their families by:

- Assisting all veterans in their pursuit of secondary education;
- Bridging the gap between unemployed veteran and employers seeking workers; and
- Connecting veterans separating from the military with services that meet their post military goals, including the VCC program, the Vet Corps Navigators program, and others.

This activity is being continued in the 2012 – 2017 Levy with the following modifications:

- Expand the employment sectors where veterans can be placed while continuing to include the VCC and green jobs as options when appropriate to the goals of the veteran;
- Expand the emphasis on employment and training to include education and transition services such as ACAP/Taps, College connection, Job connection, and Resource referral.

b) Populations to be Served

This activity will provide employment, training, education and transition services to active duty military personnel, military veterans, members of the National Guard and Reserves who are living in King County and their families.

c) Promotion of Equity and Social Justice

The Equity and Social Justice Ordinance requires King County to consider the impacts of its policies and activities on its efforts to achieve fairness and opportunity for all people, particularly for people of color and low-income communities.

i) Will your activity have an impact on equity?

King County’s Equity and Social Justice (ESJ) Initiative recognizes that the economy and quality of life of King County’s residents depends on the ability of each

individual to contribute. It further recognizes that important work needs to be done to remove barriers that limit the ability of individuals to fulfill their potential. King County's Strategic Plan 2010 - 2014 incorporates the principles of ESJ. This Veterans Employment and Training activity supports King County's Strategic Plan, in particular the goal to "Provide equitable opportunities for all individuals to realize their full potential."

- ii) What population groups are likely to be affected by the proposal? How will communities of color or low-income communities be impacted?

As described above, services would be available to active duty military personnel, military veterans, members of the National Guard and Reserves, and their families who are living in King County. Those utilizing the services available through this activity are likely to be positively impacted by these services. This would include veterans of color and their families. The 2010 American Communities Survey, indicates veterans of color represent between 16 and 19 percent of the veterans living in King County.

- iii) What actions will be taken to enhance likely positive impacts on these communities and mitigate possible negative impacts?

King County is rich in resources to help veterans and their families. Providing veterans employment and training will likely have positive impacts that will be enhanced by referrals to other federal, state or community resources to help support families.

5. Activity Description

The Vet Corps program provides a number of employment, training, education and transition services for eligible veterans and other military personnel. The services include such things as job readiness/ job placement services, employer readiness training specific to hiring and working with veterans, individual education and training services, and transition services for veterans separating from the military.

These activities and services shall be provided through Vet Corps staff which include Vet Corps navigators (individual members who are stationed at college campuses throughout King County, whose directive is to assist all veterans in their pursuit of secondary education); Employment Specialists (who bridge the gap between unemployed veterans and veteran-friendly employers through resume building, employer training, networking, strengths assessment, internships) and Transition Specialists (who connect veterans separating from the military with services that meet their post military goals).

6. Funds Available

The 2012 - 2017 Service Improvement Plan allocated funding for each of the six years of the renewed levy. It included an allocation of \$125,000 of Veterans Levy funding in 2012 and Veterans Levy funding in the amount of \$200,000 annually for 2013-2017.

All funds are to be spent in the year in which they are allocated. Any funds unspent at the end of the contract period will be reallocated.

| | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 |
|----------------------------|------------------|------------------|------------------|------------------|------------------|------------------|
| Veterans Levy | \$125,000 | \$200,000 | \$200,000 | \$200,000 | \$200,000 | \$200,000 |
| Human Services Levy | - | - | - | - | - | - |
| Total | \$125,000 | \$200,000 | \$200,000 | \$200,000 | \$200,000 | \$200,000 |

7. Evidence-based or Promising Practices

Not available at this time.

8. Service Partnerships

The Vet Corps works closely with King County community organizations, WorkSource, community, technical, and four-year colleges, the Department of Social and Health Services, Employment Security Department, and other human service providers and community members to leverage resources to support clients.

9. Performance Measures

The following performance measures were identified by the Levy's Performance Measurement and Evaluation Unit for the Veterans Employment and Training activity. These performance targets may be adjusted on an annual basis.

| Objectives | Service Outputs/ Measures | Most Recent Performance | 2013 Target(s) | Data Source |
|--------------------------------|---|-------------------------|----------------|-----------------------|
| Engagement/ Assessment | • Number of veterans contacted by programs | No data | 120 | Report Card – Service |
| | • Number of veterans assessed | No data | 108 | Report Card - Service |
| Treatment/ Intervention | • Number of clients placed in training programs | No data | 24 | Report Card – Service |
| | • Number of clients placed in employment | No data No data | 24 40 | Report Card – Service |

| Objectives | Service Outputs/ Measures | Most Recent Performance | 2013 Target(s) | Data Source |
|--------------------------|--|----------------------------|----------------|------------------------|
| Additional Objectives | <ul style="list-style-type: none"> • Percent of clients retaining jobs or enrollment in education for 12 months or more. | No data | 80% | Report Card – Outcomes |
| | <ul style="list-style-type: none"> • Percent of clients who are returning veterans from Operation Iraqi Freedom, Operation Enduring Freedom, or Operation Noble Eagle | No data | 50% | Report Card - Outcomes |