



Yellow Ribbon Reintegration Program

For Those Who Serve and Those Who SupportSM

VETERANS OPPORTUNITY TO WORK (VOW)¹

The Veterans Opportunity to Work (VOW) Guide provides a list of key features, a more comprehensive discussion on the various elements of the program, and information on how the program is funded. Additional, directly-related resources are available through the links at the end of this guide.

WHAT IS IT?

The Veterans Opportunity to Work (VOW) Act, signed by President Obama as part of National Defense Authorization Act of 2011, includes the White House's Veterans Employment Initiative (VEI) to reduce Veteran unemployment rates. The VOW Act mandates Transition Assistance Program (TAP) participation for all separating personnel, including Reserve Component (RC) personnel who have served 180 days or more on Title 10 Active Duty - Mobilization (MOB), Active Duty for Special Work (ADSW), and Active Duty for Training (ADT).

Transition Assistance Program also expanded to Transition - Goals Plan Succeed (TGPS). The 1991 National Defense Authorization Act established a Transition Assistance Program (TAP) for personnel coming off Active Duty. Participation in that earlier program was voluntary. The VOW Act now mandates TAP participation for all separating personnel, including Reserve Component personnel who have served 180 days or more on Title 10 Active Duty. Transition (GPS) is a five-day course completed after a week of processing at mobilization processing sites. TAP consists of three parts:

- 1) Pre-separation counseling (1 day),
- 2) Veterans Affairs (VA) benefit briefings (1 day),
- 3) Department of Labor (DOL) Employment Workshop (3 days)

The transitioning effort established by the VOW Act is a joint effort of the Department of Defense (DoD), Department of Labor (DoL), Veterans Affairs (VA), Department of Education, Small Business Administration (SBA), the Office of Personnel Management, and the White House Domestic Policy Council.

KEY AREAS OF CONSIDERATION FOR SERVICE MEMBERS

The VOW initiative addresses key areas that transitional Service Members should address. They include:

- “What can I do to help myself set realistic expectations, identify areas of control, develop appropriate responses, and improve relationships along the way?”
- How can I involve my family and let them feel some sense of control and feel like a meaningful part of the process?
- What opportunities can help me improve personal and professional relationships
- Are there training workshops, counseling opportunities, research sites, mentors, or job fairs that I can use to help?”

¹ Adapted from Multiple Sites; Last Updated December 2014



KEY FEATURES

Key features of the VOW initiative are outlined below:

- Expands Veterans Affairs Benefits Briefing/Sign-up
- Tailors Department of Labor Employment Workshop
- Establishes Career Readiness Standards (CRS)
- Provides training on Transition Goals, Plans, Success (GPS) with optional 2-day tracks (Education, Technical, and Entrepreneurship)
- Includes a CAPSTONE Event (validate, refer, etc.)
- Facilitates development of an Individual Transition Plan (ITP)
- Provides for the development of a Military Life Cycle (MLC) Transition Model for the long term

ELEMENTS OF THE PROGRAM

Specific elements of the program include:

- Mandates completion of TGPS for all Service members within 12 months of separation and within 24 months of retirement, and all Service Members on Title 10 (T10) orders for a consecutive 180 days or more.
- TGPS core curriculum (CORE) includes Pre-separation Counseling; Family Consideration/ Special Issues; Value of a Mentor; Military Occupation Code (MOC) Crosswalk; and Financial Planning.
- TGPS also includes DOL Employment Workshop and VA Benefits I & II, as well as Optional Training Tracks involving education, technical training, and entrepreneurship.
- Additionally, the Veterans Employment Initiative (VEI), established by Executive Order, requires implementation of four overarching transition deliverables as career readiness consisting of Career Readiness Standards (CRS); Transition Goal, Plans, Success (GPS); Military Life Cycle (MLC); and a CAPSTONE event.). The CAPSTONE Event (1-day) ensures the Service Member has met the requirements of the VOW/VEI program and provides an opportunity for a “warm-handoff” to local resources, e.g. VA and DOL rep, etc.
- The following “Exempt” Service Members may “opt out” of the full TAP GPS:
 - Retiring with 20 or more years of Active Duty (AD) Service
 - Reserve Component (RC) deactivated after 180 days (T10) with confirmed employment or education plans (regardless of rank)
 - Affected RC who have previously attended TAP
- Mandatory requirements for exempt Members include pre-separation counseling prior to Title 10 Active Duty tour and a VA (Veteran Affairs) benefits briefing (approx. 6 hours) to include benefits sign-up post Title 10 assignment; Individual Transition Plan (ITP) and Capstone (ITP Review). This is referred to as the Legacy brief.



OPTIONAL TRACKS

In addition to mandatory requirements, TAP participants may choose to complete one of the three 2-day optional tracks. A Career Technical Training Track, Education Track, and Entrepreneurship Track are offered. In order to provide an effective entrepreneurship track, DoD, DOL, and Syracuse University partnered and collaborated to offer Veterans Entrepreneurship workshops. These consist of the Entrepreneurship Boot Camp for Veterans (EVB) and Veteran Women Igniting the Spirit of Entrepreneurship (V-Wise) programs.

IMPLEMENTATION ASSISTANCE

Department of Labor also conducts a three-day workshop for Veterans during the Transition (GPS) workshop. The connection and collaboration is made through the Department of Labor Veterans' Employment and Training Service (VETS), which is dedicated to assisting Veterans find employment. DOL provides Veterans priority of service, a one-stop career center, and a career web site.

FUNDING

- TAP will be funded similarly to YRRP
- Like YRRP, the majority of Service Members will attend on Title 32 Special Training (ST) days
- Operations and Maintenance (O&M) funds will be provided for Service Members requiring TAP after coming off Title 10 orders
- Funds are NOT available for Spouses or Retiring/Separating Service Members

ADDITIONAL INFORMATION ABOUT VOW, VEI, TGPS, AND RELATED PROGRAMS

- Overview of VA-related benefits: <http://www.benefits.va.gov/VOW/index.asp>
- Department of Labor Employment Services for Veterans: www.dol.gov/vets
- Army Career and Alumni Program (ACAP): <https://www.acap.army.mil/program.aspx>
- Air Force TGPS Program: <http://www.afpc.af.mil/lifeandcareer/transition.asp>
- Navy VOW/VEI Implementation: <http://www.public.navy.mil/ia/Pages/vowvei.aspx>
- United States Marine Corps (USMC) Transition Program: <http://www.quantico.usmc-mccs.org/index.cfm/marine-family-programs/transition-readiness/>
- Sample Entrepreneurship Bootcamp for Veterans with Disabilities (EBV): www.whitman.syr.edu/ebv
- Veteran Women Igniting the Spirit of Entrepreneurship (VWISE): www.vets.syr.edu/VWISE



ENTREPRENEURSHIP BOOTCAMP FOR VETERANS WITH DISABILITIES

HAVE YOU EVER DREAMED OF STARTING YOUR OWN BUSINESS?

PROGRAM OVERVIEW

Like the bootcamp you know, the **Entrepreneurship Bootcamp for Veterans with Disabilities (EBV)** is intense, rigorous and challenging. The EBV program is offered through a network of world-class schools across the country, and consists of a series of training modules designed to assist participants in creating and growing a successful and profitable venture. A team of entrepreneurship faculty and successful entrepreneurs works with each student, providing a fun, interactive and informative experience. The EBV was founded in 2007 at the Whitman School of Management at Syracuse University, and is operated by SU's Institute for Veterans and Military Families.

THREE-PHASE EXPERIENCE

PHASE I ONLINE: 30-day online course moderated by entrepreneurship faculty from one of the EBV universities.

PHASE II RESIDENCY: On-campus residency session at one of the EBV universities, where students are exposed to the "nuts and bolts" of business ownership.

PHASE III EBV TECHNICAL ASSISTANCE PROGRAM: 12-month EBV Technical Assistance Program (EBV-TAP) where graduates have ongoing support and mentorship.

TOPICS ADDRESSED

accounting • business plans • economics • financing • human resources • idea recognition • legal issues • marketing • operations

ELIGIBILITY

Applications will be accepted from post-9/11 veterans with a service-connected disability and a passion for entrepreneurship. Requirements include proof of VA disability rating, resume and two letters of recommendation.

APPLY

whitman.syr.edu/ebv/apply



GRADUATE FACTS

- 57% have launched a venture since attending the EBV
- 88% still have their venture operational
- Over 670 new jobs have been created
- 46% went back to school to obtain more education

COST

The program is offered entirely free to participants through the generous support of the EBV universities and the private giving of individuals and corporations. Examples of expenses covered by the program include transportation, lodging, food and textbooks. In addition, the program does not require use of your GI Bill or VOC-Rehab benefits.

RESIDENCY DATES 2013-2014

- LSU: March 8-16, 2014
- FSU: 2014 Dates TBD
- UCLA: July 12-20, 2014
- SU: 2014 Dates TBD
- TEXAS A&M: July 12-20, 2014
- CORNELL: Sept. 28-Oct. 5, 2013
- UCONN: Oct. 3-13, 2013
- PURDUE: Nov. 1-9, 2013

QUESTIONS?

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(315) 443-6007 • ebvinfo@syr.edu



Funded in part through a cooperative agreement with the U.S. Small Business Administration.



9/13





SYRACUSE UNIVERSITY
INSTITUTE for VETERANS
and MILITARY FAMILIES
 JPMorgan Chase & Co., Founding Partner

▶ ANOTHER PROGRAM BROUGHT TO YOU BY THE INSTITUTE FOR VETERANS AND MILITARY FAMILIES

Program Overview

Veteran Women Igniting the Spirit of Entrepreneurship (V-WISE) is a premier training program in entrepreneurship and small business management. V-WISE helps women veterans and female military spouses/partners find their passion and learn the business savvy skills necessary to turn an idea or start-up into a growing venture. V-WISE is operated by the Institute for Veterans and Military Families at Syracuse University (IVMF) in cooperation with the U.S. Small Business Administration (SBA).



MORE INFO:

- p** 315.443.4629
- e** vwise@syr.edu
- w** vets.syr.edu/VWISE



VWISEConference

IN PARTNERSHIP WITH:



U.S. Small Business Administration

Funded in part through a cooperative agreement with the U.S. Small Business Administration.

CONFERENCE SCHEDULE

NEW YORK CITY: June 13-15, 2014
 NEW ORLEANS: August 2014

"in service to those who have served"

IVMFSyracuseU

315.443.4629 | vwise@syr.edu | vets.syr.edu/VWISE



TOPICS ADDRESSED

- BUSINESS CONCEPTS
- FINANCING
- GUERRILLA MARKETING
- HUMAN RESOURCES
- LEGAL CHALLENGES
- PROFIT MODELS

ELIGIBILITY

V-WISE is open to all female veterans, active duty female service members and female partners/spouses of active service members and veterans who share the goal of launching and growing a sustainable business venture. Participants may be from any branch of the military and any era of service.

COSTS & LOGISTICS

The program is offered to qualified participants for a one-time \$75 registration fee. Participants are responsible for their transportation costs to and from the on-site conference location. The cost of the program, meals, and lodging during the conference are funded by the SBA and the IVMF's private-sector partners.

APPLY

We operate on a rolling admissions basis, therefore early application is highly encouraged.

Apply online at: vets.syr.edu/vwise

QUESTIONS

(315) 443-4629 ■ vwise@syr.edu

The V-WISE experience consists of three phases of training and ongoing support:

Phase 1: This **15-day online learning experience** is designed to teach participants the “language of business,” instruct students how to understand opportunity recognition as it relates to growing a sustainable venture, and present actionable strategies related to new venture creation.

Phase 2: The conference phase of the V-WISE experience, is a **three-day training** offered to cohorts of 200 women at locations across the country. The conference includes more than 20 distinct modules of training, designed for both new business owners and to support the needs of existing ventures. Delegates are exposed to successful entrepreneurs, CEOs of Fortune 500 companies and leaders in government. Upon completion of this phase, participants will receive 2.7 continuing education units from Syracuse University (documentation is required).

Phase 3: Following the conference, graduates are connected to **ongoing support** and community-building opportunities focused on small business creation and growth. This resource network includes both SBA-provided supportive services, including Small Business Development Centers (SBDCs), Women's Business Centers (WBCs), Veterans' Business Outreach Centers (VBOCs), Service Corps of Retired Executives (SCORE) offices, as well as services provided by the IVMF and other IVMF partners to include American Corporate Partners (ACP), BoeFly, and Kiva Zip.

PROGRAM METRICS & OUTCOMES

As of January 2014, over 1,000 female veterans, transitioning female service members, and female military spouses have taken part in the V-WISE experience. Based on post-training assessments, the impact of the V-WISE experience has been overwhelmingly positive.

Program assessment metrics include:

- 97% of program participants reported the V-WISE online courses to be useful and appropriate for their needs.
- 59% of V-WISE graduates have launched a new venture, or report a positive impact of the program related to growing an existing venture.
- 96% of program participants reported their overall experience at the V-WISE conference to be positively related to their business needs.
- 95% of program participants reported high satisfaction ratings regarding V-WISE content, instructors, guest speakers and staff.

ABOUT THE INSTITUTE FOR VETERANS AND MILITARY FAMILIES (IVMF)

The IVMF is the first interdisciplinary national institute in higher education focused on the social, economic, education and policy issues impacting veterans and their families post-service. Through our focus on veteran-facing programming, research and policy, employment and employer support, and community engagement, the institute provides in-depth analysis of the challenges facing the veteran community, captures best practices and serves as a forum to facilitate new partnerships and strong relationships between the individuals and organizations committed to making a difference for veterans and military families.

Department of Labor's Veterans' Employment and Training Service, contact the nearest VETS office listed in the United States Government in your local phone book. You may also find resources and contact information by visiting VETS' website at www.dol.gov/vets.

For One-Stop Career Centers in your State contact the nearest State Workforce Agency office listed in the State Government pages of your local phone book under Labor Department. You may also find resources and contact information by visiting the One-Stop website at www.servicelocator.org.

For jobs in the Federal government contact the Federal agency with whom you want to work or find Federal job listings and requirements by visiting www.usajobs.gov.

For More Information

regarding the Employment Services for Veterans and VETS' other programs and services, visit our website at: www.dol.gov/vets

Veterans' Employment and Training Service

U.S. Department of Labor
200 Constitution Avenue, NW, Room S-1325
Washington, DC 20210



To request more copies of this brochure, call us at 202.693.4700
Reference this code: *ESV01*

Employment Services for Veterans

U.S. Department of Labor GOOD JOBS FOR VETS

"On the battlefield, our soldiers pledge to leave no fellow soldier behind. Our pledge is... and must always be... to leave no Veteran behind."

Hilda L. Solis
U.S. Secretary of Labor



U.S. Department of Labor



Veterans' Employment and Training Service

Employment Services for Veterans

As a Veteran of the Armed Services, you are a valued member of the civilian workforce, with the skills, training, and character to meet the toughest challenges faced by today's employers. The Veterans' Employment and Training Service, or VETS, strives to ensure that all Veterans and Transitioning Service Members have access to the tools needed to find good jobs with good wages and career pathways. VETS accomplishes its mission through a variety of programs, including the services provided by dedicated individuals who work in One-Stop Career Centers in local communities nationwide.

What kinds of services are available to Veterans?

Veterans and eligible spouses receive access, on a priority of service basis, to the full range of public employment and training services, including job search assistance workshops, resume assistance, labor market information, career counseling, job referral, and referral to other supportive and training resources.

What does priority of service mean?

Federal law and regulations require all workforce programs funded by the Department of Labor to provide priority of service to:

- 1) Veterans who served in the active military, naval, or air service and who were discharged under conditions other than dishonorable; and,
- 2) eligible spouses of those Veterans who have total service-connected disabilities or who died as a result of service-connected disabilities.

Priority of service means that those Veterans and eligible spouses, who meet all the eligibility

requirements for a program or service, are to receive access to that program or service either earlier in time or instead of persons who are not eligible for priority of service.

One-Stop Career Centers must ensure that Veterans and eligible spouses are made aware of:

- a) their entitlement to priority of service;
- b) the full array of programs and services that are available to them; and,
- c) the eligibility requirements for those programs and/or services.

Veterans and eligible spouses must be identified at the point of entry to physical locations, such as One-Stop Career Centers, as well as web sites and other virtual service delivery points, so they can take full advantage of priority of service.

What is a One-Stop Career Center and what can it do for me?

One-Stop Career Centers provide job seekers with a full range of assistance under one roof. They operate in all 50 states, Washington, DC, Guam, Puerto Rico and the Virgin Islands to offer training referrals, career counseling, job listings, and similar employment services.

Many One-Stops include specialized staff who serve eligible Veterans and other eligible persons exclusively. These specialized staff are known as Disabled Veterans' Outreach Program (DVOP) specialists and Local Veterans' Employment Representatives or LVERs.

What is the difference between a DVOP specialist and an LVER?

DVOP specialists provide intensive employment assistance to eligible Veterans who have special

employment and training needs, in order to assist them to overcome barriers that prevent them from obtaining meaningful employment. DVOP specialists apply a case management approach and access a broad network of providers and resources to assist eligible Veterans to achieve their employment goals.

LVER staff develop hiring opportunities within the local workforce by promoting the benefits of hiring eligible Veterans. They directly contact businesses, Federal agencies and contractors and employer associations to encourage the hiring and advancement of qualified eligible Veterans. LVER staff also provide direct employment related services to eligible Veterans.

Can I access any of these services over the Internet or by telephone?

Key to Career Success connects Veterans and transitioning service members with high quality resources available at local One-Stop Career Centers. The CareerOneStop Web site provides valuable information to help you at: <http://www.careeronestop.org/militarytransition>

Use America's Service Locator (ASL) to find the location and contact information for your nearest One-Stop Career Center. ASL contains information on more than 20,000 local resources and offices around the country. You can access ASL at: <http://www.servicelocator.org>

The Toll-Free Help Line provides a full range of information about workforce programs and services for Veteran job seekers, including locations of One-Stop Career Centers and unemployment insurance offices.
1-877-US2-JOBS (1-877-872-5627)
TTY: 1-877-889-5627