



OPERATION: KEEP YOUR GUARD UP!

LTC Robert Crisostomo
MSgt Gerson Hoebing

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BACKGROUND

- GUARNG has over *600 deployed Soldiers and 31 Airmen* in support of OEF who will be returning late February/March 2014
- It is estimated that approximately *287 Soldiers/ 6 Airmen* were unemployed prior to deployment
- If nothing is done before these Soldiers return, their unemployment situation will undoubtedly compound their reintegration challenges

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TAG'S INTENT

- To expose and inform deployed **Soldiers** of the 1-294th Infantry Regiment and **Airmen** of the 254th SFS of job opportunities available within the community so that their reintegration to civilian life will be less stressful and more advantageous to them and their families

END STATE

- To successfully assist unemployed **Soldiers** apply, interview and be selected for employment

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GUNG UNEMPLOYMENT

	<u>Assigned Strength</u>	<u>Unemployed</u>	<u>% Unempl</u>
Army	1218	379	31%
Air	368	40	11%
Total	1586	419	26%

*Guam's Unemployment rate as of June 2013 is 13.3%

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1-294 INF REGT UNEMPLOYMENT

DEPLOYED

202 Total Unemployed

198 Guam 4 CNMI

19 Females 183 Males

RANK

AGE

GROUPING

GROUPING

1LT – 1

(18-21) – 53

2LT – 5

(22-25) – 59

SFC – 1

(26-29) – 47

SSG – 8

(30-35) – 24

SGT – 26

(36-54) – 19

SPC – 94

PFC – 52

PV2 – 15

REAR

85 Total Unemployed

85 Guam 0 CNMI

12 Females 73 Males

RANK

AGE

GROUPING

GROUPING

2LT – 1

(18-21) – 28

SSG – 5

(22-25) – 23

SGT – 8

(26-29) – 12

SPC – 28

(30-35) – 10

PFC – 20

(36-54) – 12

PV2 – 21

PV1 – 2

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254th SFS & RH UNEMPLOYMENT

DEPLOYED:

254th SFS – 31

6 - Unemployed

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CONCEPT OF THE OPERATION

Available Jobs
Department of Labor
Department of Administration
Guam Chamber
Private Sector

- Application Requirements
- Résumé Compliance
- Knowledge, Skills and Abilities
- Interview requirement
- Certifications and Training



- Insufficient application information
- Inadequate Résumé
- Does not capture KSAs accurately
- Does not interview well
- No certification

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SOLUTION

(1 of 2)

Phased approach

- Task I: Build a coalition to address the problem
- Task II: Compile an inventory of available jobs
- Task III: Prepare every Soldier for success
 - Build better applications
 - Accurately capture Soldier's/Airmen's KSAs in Résumés
 - Enroll at GCC/GHRA/GTA for a 90 day certification (leading to a national certification) course in an area of interest using Tuition Assistance and the G.I. Bill
 - Train to interview well

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SOLUTION

(2 of 2)

Phased Approach:

- Task IV: Build a Track System
 - Track I: Want Job immediately; No additional school or classes
 - Track II: Want to obtain certification in several areas of expertise; GCC/GHRA/GTA during the 90 day reintegration period
 - Track III: Want to attend college; enroll in a degree program
 - Track IV: Not interested in looking for employment but I want to pass on this opportunity to my spouse
 - Track V: Want to open a business, SBA assistance

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Task I: BUILDING THE COALITION

Core group members:

- » LTC Crisostomo, Deputy J1
- » MSgt Gerson Hoebing, AirGuard
- » Major Blas, ESGR
- » Ms. Castilion, ESGR
- » Ms. Dianne Martos, H2H

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Task I: BUILDING THE COALITION

- **Governor Eddie B. Calvo**
- **Office of the Governor**
- Sen B.J. Cruz, V. Speaker
- Catalina Taitano Cruz, DOL
- Ms. Mary P. Rhodes, GHRA
- Mr. Dave Leddy, COC
- Mr. Manny Cruz, DOL
- Francis Flisco, DOA
- Ms. Mary Okada, GCC
- Mr. Vic Rodgers, GCC
- Ms. Catalina Cruz, AHRD
- Ms. Therese Camacho, AHRD
- Mr. James Mantanane, DOL
- Ms. Karen Taitano, DOL
- Ms. Maragaret Cruz, GDOE
- Mr. Bert Johnston, GCA
- Mr. James Martinez, GCA
- Ms. Catherine Castro, COC
- Ms. Angelina Delfin, SHRM
- Ms. Rocio Merril, SHRM
- Ms. Grace Donaldson, SHRM
- Ms. Francine Arceo, GCA
- Richard Taitague, Naval Fleet Services
- Richard Hart, Pres. Applebee Pacific
- Ms. Francis Bell, DOL

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Task II: ESTABLISH AN INVENTORY OF JOBS

- This information will be obtained from DOL, DOA, Commerce and Private Sector.
- Managed by **Heroes 2 Hired (H2H)**
- TAG has already received a commitment of three (3) jobs from a privately owned employer
- Four (4) Soldiers were offered technician employment before they deployed
- Six (6) jobs committed from other businesses within the coalition
- Applebee Pacific President committed to a % of his workforce being Guardsmen

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Task III: PREPARING OUR SOLDIERS TO BE SUCCESSFUL

- H2H will assist Soldiers with challenges of building **superior resumes**, robust applications and practice interviews.
- Soldiers will be exposed to an opportunity at GCC/GHRA/GTA/ to obtain national certifications in several fields of disciplines (**stackable certifications**) to broaden their choices of careers.
- During reintegration, Soldiers will be given the opportunity to apply for **Tuition Assistance** for enrollment into the trades program.
 - The program will be a 90 day certification producing opportunity to assist Soldiers to compete for skilled jobs that pay well.

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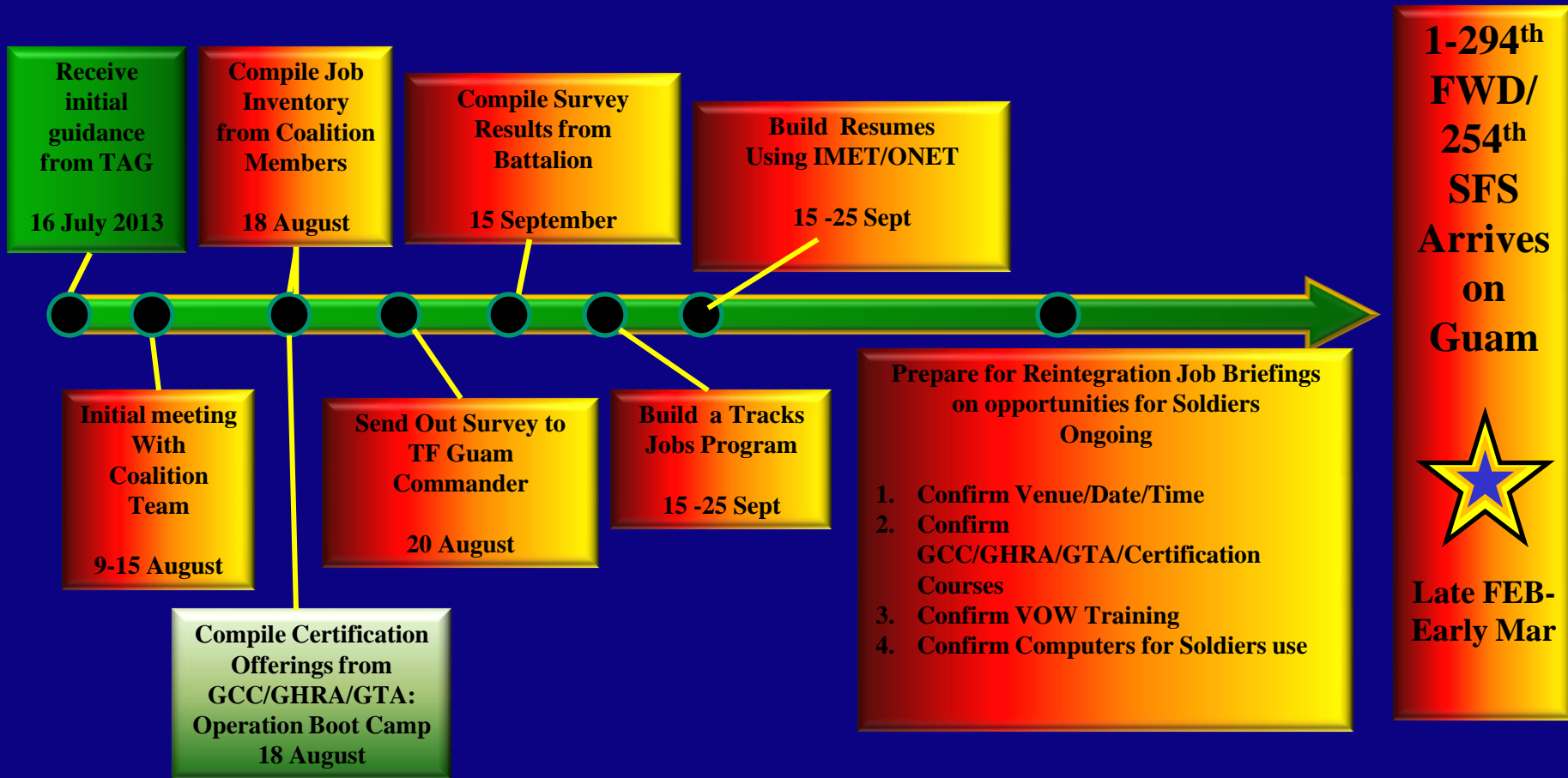
Task IV: BUILDING A TRACK SYSTEM

- Survey results will delineate the preference of each Soldier
 - Track I: Immediate job placement (Apprenticeship)
 - Track II: Attend school for 90 days toward certification and job placement
 - Track III: Attend a degree program at UOG or DL program
 - Track IV: No job assistance needed; give this opportunity to my spouse

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Timeline Pre-Redeployment



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Timeline



PHASE I: Before Departing Theater

PHASE II: Camp Shelby

PHASE III: During 3 Day Reintegration

PHASE IV: During 90 day Reintegration

PHASE V: After 90 Day Reintegration

LINES OF EFFORT/SUPPORT

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Timeline

PHASE I: Before Departing Theater

Soldier Tasks:

- Complete Survey (Sept 30)
- Access and start practice WORK KEYS program
- Access key training for practice

Coalition Tasks:

- Design Survey (August 25)**
- Collaborate w/Coalition Members on Plan and recommendations (August 21)
- Work w/ GCC, GHRA and GTA on course offerings leading towards certification
- Brief key leaders on plan.**
- launch marketing support for Keep Your Guard Up!
- Set up launching of Operation Keep Your Guard Up! with Governor support (Sept 25). Invite all Coalition members
- Forward complete plan to TF Guam Commander (Aug 30)**
- Set up VTC w/ Commander to explain full concept of plan

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Timeline

PHASE II: Before Departing Camp Shelby

Soldier Tasks:

- Attend VOW brief
- Continue to work on resume
- Continue to practice on Work Keys
- Continue to validate and build application and resumes

Coalition Tasks:

- Verify and validate all briefs and presentations for Soldiers
- Follow up on results of survey
- Prepare logistics to include connectivity in bldg 700
- Review DEMOB plan
- Invite key speakers advocating the track II plan (GCC/GHRA/GTA)**
- Brief spouses at all town hall meetings**

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Timeline

PHASE III: During 3 Day Reintegration

Soldier Tasks:

- Attend mandatory briefings
- Validate desired track
- Validate Tuition Assistance
- Validate resumes with ESGR and H2H
- Explain full concept brief to the Soldiers (GCC/GHRA/Trades Academy)

Coalition Tasks:

- Track I: Assist immediate hire into job market
- Track II: **Assist certification enrollment into GCC, GHRA or Trades Academy**
- Track III: Assist in enrollment into OUG or other institutions of higher learning
- Track IV: Assist in enrolling spouses into trades program for certification

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Timeline

PHASE IV: During 90 day Reintegration

Soldier Tasks:

- Track I: Start immediate employment at designated locations
- Track II: Enroll and attend certification classes at GCC/GHRA/Trades academy
- Track III: Start enrollment at UOG or other institution
- Track IV: Assist spouse in enrollment and tuition requirements

Coalition Tasks:

- Monitor the progress of each Soldier and assist if necessary

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Timeline

PHASE V: After 90 Day Reintegration

Soldier Tasks:

- Provide feedback to Coalition on progress of employment (survey TBD)
- Participate in a Job Fair specifically for certificate holders. Potential employers will be on board to conduct initial interview

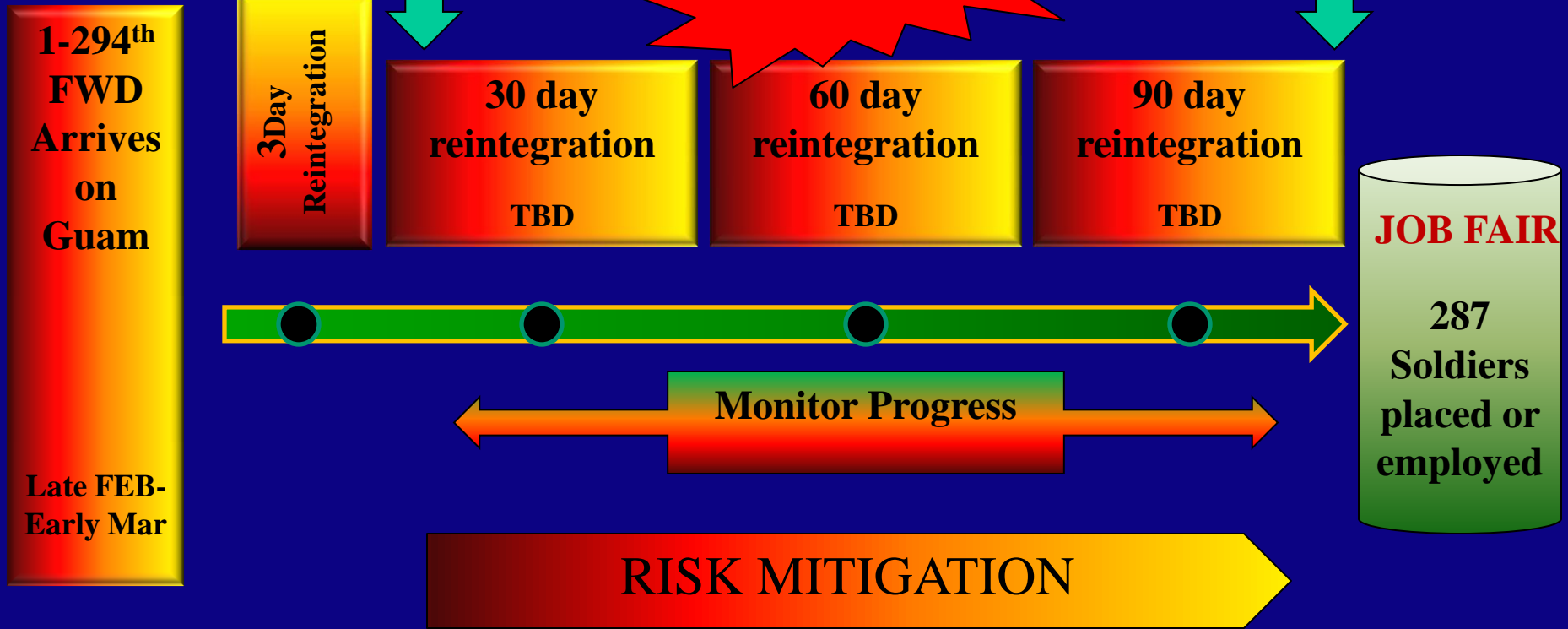
Tasks:

- Prepare survey to gather feedback on KYGU initiative-Sustainment or modify.
- Set up Job fair for redeployed Soldiers after the 90 day reintegration period (TBD)**
- Collect data and information pertinent to the program and how it can be adjusted to meet the needs of the organization.
- Can this model be used for all GUNG Soldiers and Airmen???

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Timeline Redeployment



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TAKE AWAY

- Need your support to populate the **Heroes to Hire (H2H)** Database
- Need your support in generating interest and involvement of perspective employers throughout the community to participate in a **Job Fair** specifically designed for our returning Soldiers

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QUESTIONS

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