

An aerial photograph of the island of Guam, showing its elongated shape and surrounding deep blue ocean. The island's terrain is a mix of green vegetation and brownish, cleared land. A prominent bay is visible at the southern tip.

Colonel Roderick Leon Guerrero  
J1

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# Agenda



- **J1**
  - **Mission**
  - **Divisions**
- **Home Station Activities**
- **Yellow Ribbon Reintegration Program (YRRP)**

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# J1 Mission Statement



**Plan, develop, implement and enforce personnel programs and policies for military personnel (army and air), their families, and civilian personnel.**

**Ensure all personnel, medical and behavioral health needs are met through managing, planning, coordinating, analyzing, and evaluating command requirements, missions and operations.**

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# J1 Branch/Sections



- Family Program Branch
- Casualty Branch
- Diversity (EEO)
- Enlisted Branch
- Officer Branch
- Human Resources
- Systems Branch
- Health Services
- Mobilization Branch



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# J1 Branch/Divisions



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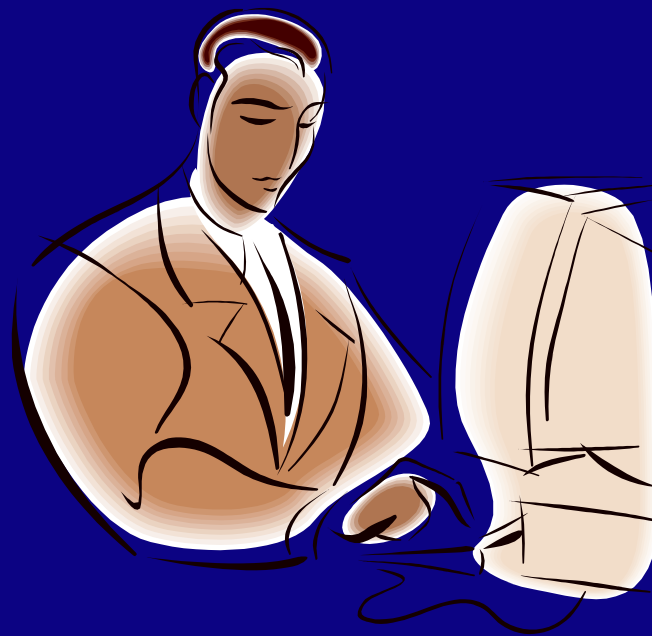
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# J1 Branch/Divisions

- **Family Program Office**

**Reintegration process includes service members, families, employers.**

- **Mobilization Section**

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# Family Programs Office



## 9 Fulltime Positions

### Functions:

**Prepare families for deployment**

**Assist families with deployment issues**

**Assist families with re-integration**

**Operate a family assistance center**

**Provide counseling services**

**Conduct youth events**

**\*Chaplain services**

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# Mobilization Section



## 1 Positions (additional duty)

### Functions:

**Coordinate efforts to prepare Soldiers for deployment and redeployment**

**Culminating event – Soldier Readiness Processing (SRP)**

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# Phases of Deployments



- **Pre Deployment**
- **Deployment**
- **During Deployment**
- **Redeployment (Demobilization)**
- **Reintegration**

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# Deployments Service member

**Service members deployment range from 6 months to 12 months. Deployments are normally 12 months.**

**Deploying unit size could range from 1 Soldier to 600 Soldiers**

**Service members may extend their deployment.**

**Personnel/finance actions continue while Soldiers are deployed**

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# Deployments Family member



**Town Hall Meetings**

**Training**

**Resiliency**

**Separation**

**Stress Management**

**Suicide**

**Family Events**

**Camp Freedom**

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# Re-Deployment Policies



**Service members are not required to attend training (weekend drills or Annual Training) 60 days from date of return**

**Service members are required to attend 30-60-90 day reintegration briefings**

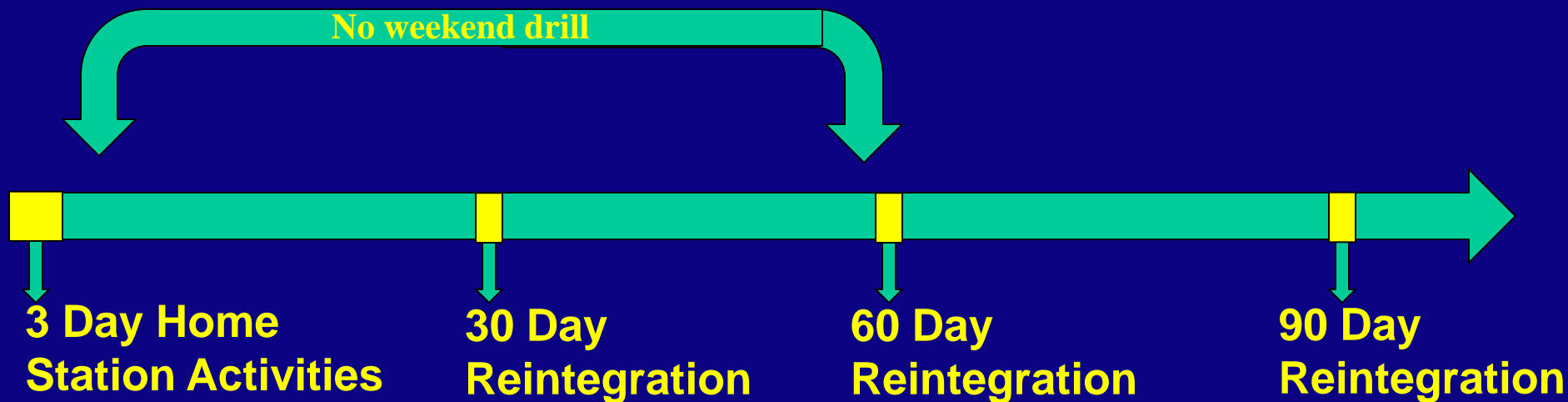
**Families are welcomed and encouraged to attend 30-60 day reintegration briefings**

**Unemployed Soldiers are required to complete VOW - Veterans Opportunity to Work Workshop**

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# Reintegration Timeline



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# 3 Day Home Station Activities



**Review finance records, evaluations, line of duty reports (LOD), leave**

**Update records**

**Unit in processing (re-integration)**

**Soldiers attend briefings on service available such as medical, counseling and 30-60-90 day events**

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# Yellow Ribbon Reintegration Program (YRRP)



**Yellow Ribbon  
Reintegration Program**

*For Those Who Serve and Those Who Support*

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# Yellow Ribbon Reintegration Program (YRRP)



- **Department of Defense Program**
- **Promote reintegration with families, employers and the community**
- **History in Guam Guard**

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# 30 Day Post Deployment



**PARTICIPANTS: Service Members and Families**

**PURPOSE: Provide assistance on how to reconnect and resources to mitigate the stressors associated with the extended separation.**

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# 60 Day Post Deployment



**PARTICIPANTS: Service Members and Families**

**PURPOSE: Provide assistance on how to reconnect and resources to mitigate the stressors associated with the extended separation.**

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# 90 Day Post Deployment



**PARTICIPANTS: Service Members**

**PURPOSE: Focus is on physical and mental health.**

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# Yellow Ribbon Reintegration Program

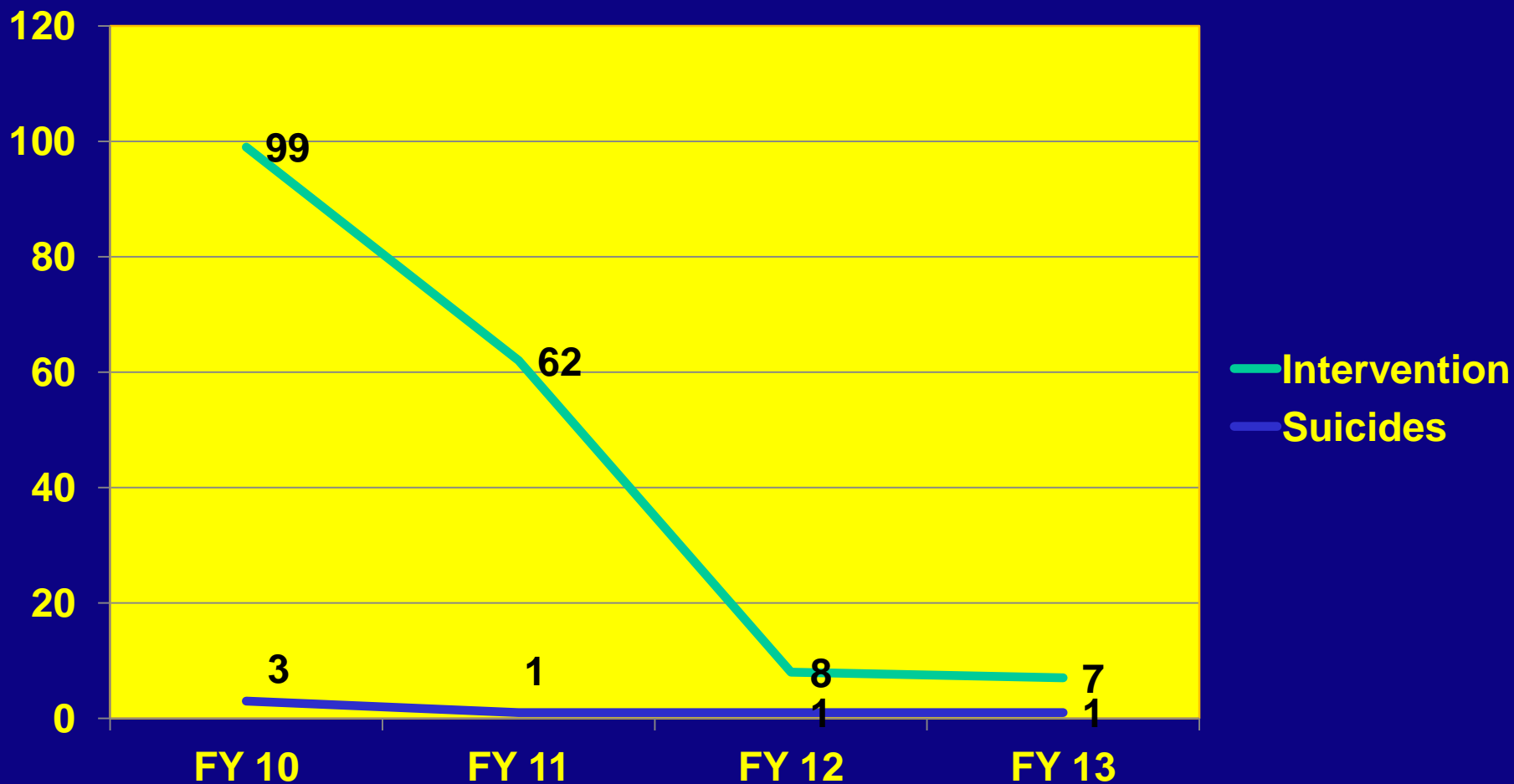


**Is the reintegration process  
working?**

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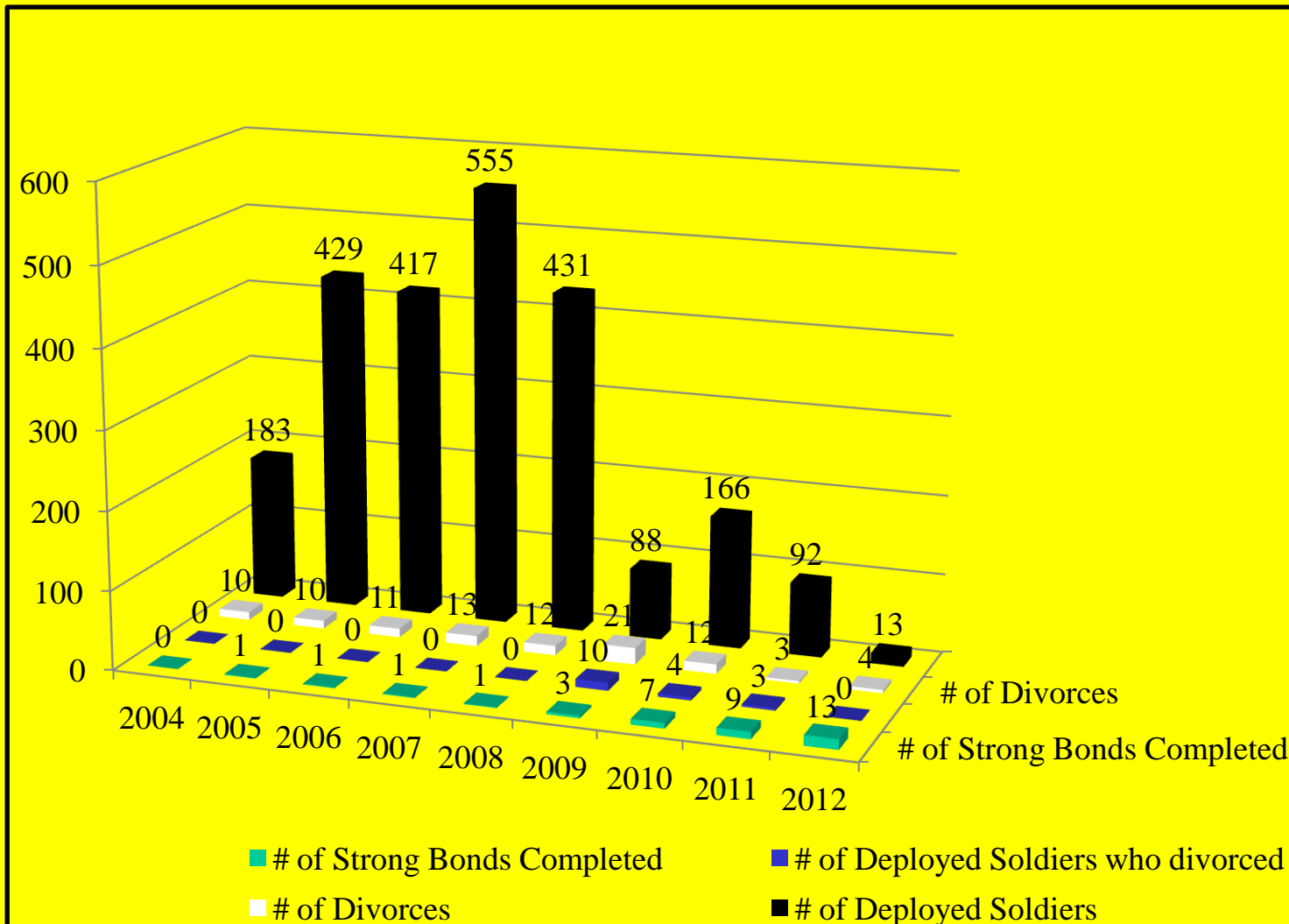
# Intervention and Suicides in the Guam National Guard



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# Divorce in the Guam National Guard



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# Yellow Ribbon Reintegration Program



## Questions?

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# **“Best Practices” in Reintegrating Service Members Back Into the Workforce**

**Christopher B. Iwashita  
Chief Warrant Officer 2  
Human Resources Technician**

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# **“Best Practices” in Reintegrating Service Members Back Into the Workforce**



- Physical monument of those serving
- Benefits information is given to employee and Families prior to departing
- Conduct orientation on new policies and procedures
- Introduce the returning employee to new staff
- Provide managers a checklist of tasks to perform for returning employee
- Reinstate pay and health benefits and follow up with employee for any issues
- HRM sends e-mail to managers of all returning employees
- Encourage using as much leave as needed in accordance with USERRA

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# **“Best Practices” in Reintegrating Service Members Back Into the Workforce**



- Inform and encourage employees and Families to contact supervisor on issues
- Sensitive to any service-connected injury
- Encourage employees to participate in ESGR sponsored events
- Schedule an ESGR presentation at the workplace for all managers
- Hire employees who are retired or have prior military
- Extend open enrollment for health insurance

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# **“Best Practices” in Reintegrating Service Members Back Into the Workforce**



## **QUESTIONS**

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# 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 1-294<sup>th</sup> Infantry Regiment and **Airmen** of the 254<sup>th</sup> 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**

<u>RANK</u>	<u>AGE</u>
<u>GROUPING</u>	<u>GROUPING</u>
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
<b>SPC – 94</b>	
<b>PFC – 52</b>	
<b>PV2 – 15</b>	

### REAR

**85 Total Unemployed**

**85 Guam 0 CNMI**

**12 Females 73 Males**

<u>RANK</u>	<u>AGE</u>
<u>GROUPING</u>	<u>GROUPING</u>
2LT – 1	(18-21) – 28
SSG – 5	(22-25) – 23
SGT – 8	(26-29) – 12
<b>SPC – 28</b>	(30-35) – 10
<b>PFC – 20</b>	(36-54) – 12
<b>PV2 – 21</b>	
<b>PV1 – 2</b>	

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# 254<sup>th</sup> SFS & RH UNEMPLOYMENT



**DEPLOYED:**

**254<sup>th</sup> 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



**DISCONNECT**

- 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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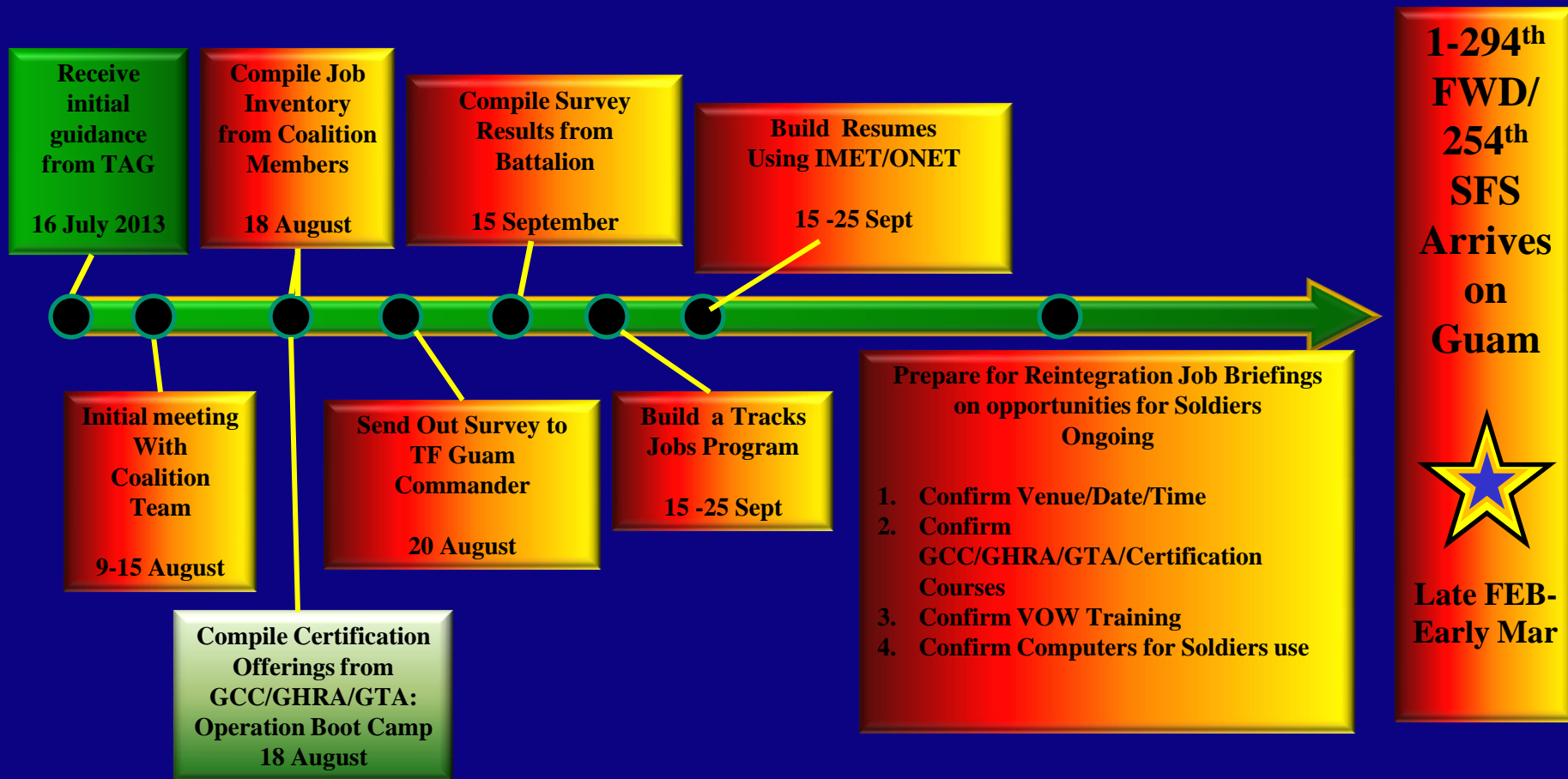
## Task IV: BUILDING A TRACK SYSTEM

- 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

### 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

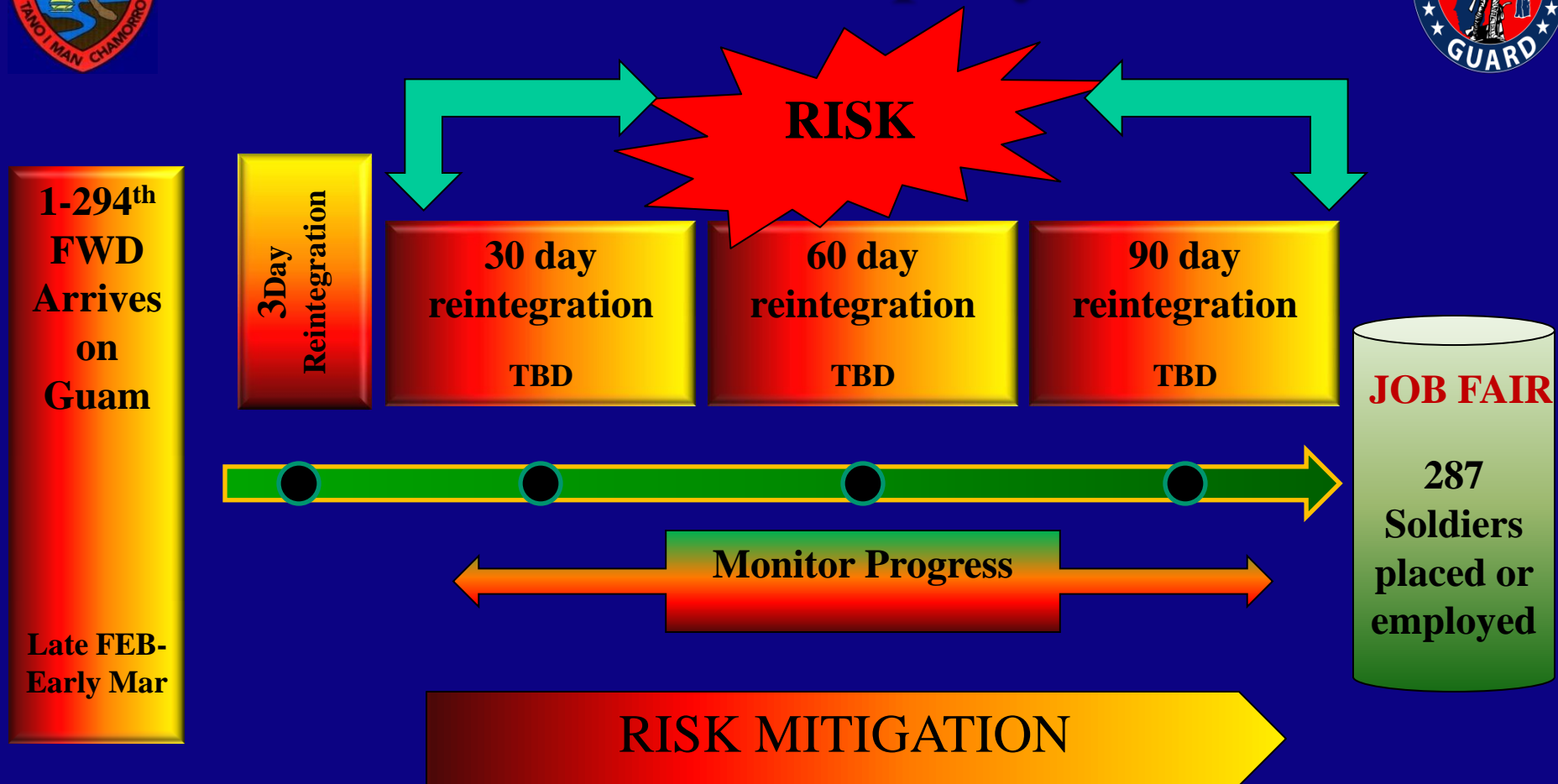
### Tasks:

- ☐ 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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