

List of Recommendations for Goal B7

The following are recommendations developed by the Stakeholder Workgroup established to address the Comprehensive Strategy Goal B7, “services are in place for veterans with disabilities to obtain and retain employment”. They are the result of information gathering through research, public hearings and focus groups.

Recommendation 1

Establish “Veteran’s One-Stops” in the Veterans Centers which would include one-on-one assistance with benefits filing, legal and financial management services, assistance with securing housing, mental health and alcohol and drug support services, career counseling, assistance with education and training resources, on-site certificate and college credit courses, and other services that would assist in the veteran’s successful transition to civilian life.

Recommendation 2

Work with the Department of Defense to establish a “Transition Boot Camp” to be attended by active duty military prior to their exit from the military. This Boot Camp would provide assessments, training and services to assist members of the military in their transition to civilian life.

Recommendation 3

Establish Military Occupational Specialty (MOS) certifications earned while in the military as transferable for college credit in like certification programs, and as qualifying experience in meeting state licensing or certification requirements for similar civilian jobs.

Recommendation 4

Establish a program which would allow disabled veterans to transfer into specified state civil service classifications.

Recommendation 5

Institute a transitional employment program for disabled veterans consisting of state-subsidized jobs.

Recommendation 6

Establish a requirement for state contracted vendors to employ a pre-determined percentage of veterans in their business in order to compete and qualify for award of a state contract.

Recommendation 7

Institute a tax credit for employers as an incentive to hire veterans.

Recommendation 8

Modify the current State Disabled Veterans Business Enterprise (DVBE) program by increasing the percentage requirement from the current 3%. In conjunction with this increase must be an

outreach and marketing campaign focusing on self-employment opportunities for disabled veterans.

Recommendation 9

Coordinate the employment services and supports of the various state level agencies/departments that provide services to veterans through the establishment of Memorandums of Understanding. These partners would include, but not be limited to, the Department of Rehabilitation, Department of Mental Health, Department of Alcohol and Drug Programs, Employment Development Department and Department of Veterans Affairs.

Recommendation 10

Disseminate and replicate “best practices”, e.g., the Balboa Naval Hospital/Cisco training and skills upgrade project.

Recommendation 11

Utilize the California Department of Veterans Affairs web site as a portal for information dissemination to veterans, e.g., the Department of Mental Health Post Traumatic Stress Disorder training video, a video taped condensed version of the Transition Assistance Program (TAP).

Recommendation 12

Institute training for one-stop staff and their partners regarding assisting veterans with post traumatic stress disorder and traumatic brain injury.

Recommendation 13

Establish statewide branding for the one-stop career center system for easy identification and referral.

Recommendation 14

Ensure early intervention and treatment by screening all veterans for post traumatic stress disorder and traumatic brain injury prior to their exit from the military and subsequently providing a referral to treatment for those who screen positive.

Recommendation 15

Develop and provide self-serve “Veterans Kiosks” placed out in the community that will provide information on eligibility for benefits and information on other available services and programs that veterans may access.

Recommendation 16

Increase the availability of mental health services for veterans.

Recommendation 17

Establish a public awareness campaign to educate and sensitize employers and employees about the “veteran’s experience”. Include the development of a marketing plan for employers to hire disabled veterans using the network of Chambers of Commerce as an outreach mechanism.

Recommendation 18

Establish a program that will provide wage supplements while a disabled veteran is in a training or education program.

Recommendation 19

Institute an internship program for disabled veterans.

Recommendation 20

Establish a pilot project with a consortium of employers willing to hire disabled veterans that are provided the necessary training and supports.

Recommendation 21

Establish an outreach program in order to identify and engage disabled veterans. This includes establishing a system for tracking veterans being released from the military.

Recommendation 22

Establish a program that provides employment at the Veterans Centers for disabled veterans not able to engage yet in competitive integrated employment, e.g., sheltered workshop model.