

Barriers to Employment: Creative Solutions

NCHV 2022 Annual Conference

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Institute for Veterans
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JPMorgan Chase & Co., Founding Partner

10 YEARS
OF IMPACT

Housekeeping

- **Please silence phones or place them on vibrate during the duration of the session**
- **This session is meant to be interactive**
- **Take note of any questions you may want to ask at the end**

Session Goals

- **Identifying common barriers to employment**
- **Exploring creative ways to address barriers to employment**
 - **Continuing collaborative efforts**

Session Exercise #1

Take a couple of minutes to identify the top 3 barriers to employment that you feel veterans experience the most.

Once finished, write your state on a sticky note and place it on the flip chart paper.

Visually make note of the barriers that are #trending.



Pardon the Interruption

March 2020

New barriers to employment:

- Veterans didn't have access to technology.
- Veterans were isolated.
- Veterans who did have access couldn't use it/didn't want to.
- We lost contact with veterans.
- Hiring events ended.
- Transportation services ended.
- State workforce agencies closed to the public.
- Our cities were closed!
- **OUR PROGRAMS WERE NOT OPERATING THE SAME.**



PIVOT

The 5-letter word that was trending... #PIVOT

Pivot to what exactly?

Ironically, this is something we ask our clients to do all the time.

PIVOT

PIVOT - to adapt or improve by adjusting or modifying something (such as a product, service, or strategy)

P – Providing **PERSONABLE** and

I – **INCLUSIVE**

V – employment services, **VIRTUALLY**

O – **OUTSIDE** of

T – **TRADITIONAL** programming

Session Exercise #2

Take 5 minutes to identify and write down specific barriers to employment that your organization may have caused unintentionally.

I.e. – Assessment and intake process takes longer

Community & Client Challenges

Challenges Faced by Veterans, Service Members, and Military Families



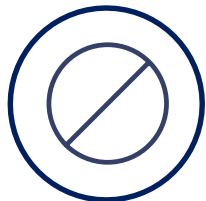
Navigation

In a survey of >8,500 veterans, service members, and dependents, **60% identified navigating resources as the most significant challenge to transition**



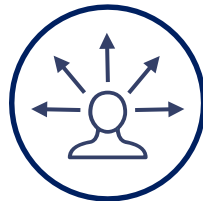
Intake

It can be cumbersome or discouraging to submit and repeat the same information across multiple intake conversations and applications



Eligibility

It is difficult for individuals to identify which providers are best able to meet their unique needs, eligibility restrictions, and preferences



Co-Occurrence

Our data demonstrates an average of two requests per client, with over a third of clients experiencing more than one service need



Scope Creep

Service providers are not equipped to help clients with needs that fall outside of their mission and areas of expertise



Duplication

There is a lack of visibility into clients' information and previous service requests, resulting in redundant intake efforts and inability to monitor progress



Uncertainty

Referrals to other providers are made without any visibility into their eligibility requirements, capacity, or ability to assist



Unaccountability

Lack of appropriate data collection and measurement prevents providers and the community from ensuring quality and accountability to those they serve

Challenges Faced by Health and Human Service Providers

IVMF Pillars

RESEARCH & ANALYTICS

- Original Research
- Policy Analysis
- Third-Party Assessment
- Program Evaluation
- Needs Assessment
- Data Visualization

CAREER TRAINING

- Transition Counseling
- Vocational Assessment
- Skills-Bridge Programming
- Credentialing/Certification
- Employer Engagement
- Professional Development

ENTREPRENEURSHIP

- Education & Training
- Needs Assessment
- Technical Assistance
- Network Development
- Advocacy
- Corporate Development

COMMUNITY SERVICES

- Landscape Assessment
- Best Practice Sharing
- Provider Education & Engagement
- Network Strategy & Operations
- Analytics
- Funding Solutions



CHECK OUT OUR OTHER ENTREPRENEURSHIP PROGRAMS:

IDEATION

- > **Boots to Business (B2B)**
- > **Entrepreneurship Bootcamp for Veterans - SPARK (EBV-SPARK)***
- > **IGNITE**
- > **The Startup Training Resources to Inspire Veteran Entrepreneurship (STRIVE)**

START-UP

- > **Entrepreneurship Bootcamp for Veterans (EBV)**
- > **Entrepreneurship Bootcamp for Veterans' Families (EBV-F)**
- > **Veteran Women Igniting the Spirit of Entrepreneurship (V-WISE)**

GROW

- > **Entrepreneurship Bootcamp for Veterans - Accelerate (EBV Accelerate)**
- > **Resilience. Innovate. Sustain. Evaluate. (R.I.S.E.)***
- > **Veteran EDGE (Engage. Develop. Grow. Elevate.)**
- > **VetSource**

RESOURCES

- > **Coalition for Veteran-Owned Business (CVOB)**
- > **Center of Excellence (CoE) for Veteran Entrepreneurship**
- > **VetNet**
- > **Community Navigator Pilot Program**



Community Navigator Pilot Program

An initiative of the American Rescue Plan, the SBA Community Navigator Pilot Program is designed to reduce barriers for underrepresented and underserved entrepreneurs and improve access to programs and resources they need to recover, grow, or start businesses.

Spoke organizations will partner with the IVMF to support veterans and military spouses with entrepreneurship education, technical assistance, loan preparation, capital readiness, and opportunities for corporate and federal contracting and networking.

The right information and resources can make all the difference in the success of your small business. The COE Veteran Entrepreneurship Resource Library offers original and curated content like articles, videos, data infographics and websites that deliver insights and advice to help you on your journey.

LEARN MORE > ivmf.syracuse.edu/community-navigator

POWERED BY:



U.S. Small Business
Administration

IN PARTNERSHIP WITH:



Session Exercise #3

Open dialogue:

Based on what you've heard, how would a veteran owning their own business address the barriers listed on the wall?

What resources are you aware of in your community that supports a veteran owning their own business?

What can we do, collaboratively as a whole, to continue efforts surrounding employment and entrepreneurship for the veteran community?

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