FROM COMBAT TO CONSTRUCTION: THE PROGRAMS THAT HELP MAKE THAT HAPPEN

- Charlie Mulcahy | SMART
- Darrell Roberts | Helmets to Hardhats
- Kevin Thomas | Western Washington Sheet Metal JATC
- Joshua Buckley | SMART Heroes Graduate
“ASSIST MILITARY SERVICE MEMBERS AND VETERANS CONNECT TO QUALITY CAREERS IN CONSTRUCTION”
HELMETS TO HARDHATS
REGIONAL BREAKDOWN

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NORTH EASTERN:
ME, VT, RI, CT, MA, NH, OH, WV, KY, TN, MD VA, DC
SOUTHERN:
NC, SC, GA, AL, LA, FL, MS, AR, OK, TX, NM
MIDWEST:
MI, WI, MN, ND, SD, NE, CO, IL, IN, MO, IA, KS
WEST COAST:
WA, OR, MT, WY, ID, UT, AZ, NV, CA, AK, HI
BRESLIN:
PA, NJ, DE
TRENKLE/SAELI:
NY
200,000 transitioned personnel from all services (134,952 transitioned from all ARMY components (120k / per year from ARMY anticipated over next 10 years)

MILITARY DEMOGRAPHICS

ARMY
- 460,000 Active
- 205,000 Reserve
- 342,000 National Guard

NAVY
- 323,000 Active
- 108,000 Reserve

AIR FORCE
- 313,000 Active
- 69,000 Reserve
- 105,000 Air Guard

MARINES
- 182,000 Active
- 38,000 Reserve

Demographics Overall
- 83%
  1,759,755 enlisted
- 17%
  360,750 officer
- 83.2%
  Male 1,768,228
- 16.8%
  Female 357,276
### VETERAN DEMOGRAPHICS

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average age of the American military veteran</td>
<td>64</td>
</tr>
<tr>
<td>Male Veterans</td>
<td>17,790,975</td>
</tr>
<tr>
<td>Female Veterans</td>
<td>1,595,614</td>
</tr>
<tr>
<td>December 2017, overall, Veteran unemployment</td>
<td>3.8%</td>
</tr>
<tr>
<td>Post 9/11 Veteran unemployment</td>
<td>3.3%</td>
</tr>
<tr>
<td>The 18-24 unemployed Veterans</td>
<td>2.7%</td>
</tr>
<tr>
<td>Unemployed Veterans over the age of 45!</td>
<td>67%</td>
</tr>
</tbody>
</table>
Active collection and purging of the H2H website has ended

Updates continue from international and individual training programs of KSTs

At this point, we have surpassed 2,000 KSTs for 2017

Clarification and the addition of reports

Follow up with a final number

Over 27,000 Known Successful Transitions for the lifetime of the program!
HELMETS TO HARDHATS OUTREACH

- 232 events total attended
- 144 Contractor or Trade
- 68 were military/30 jointly attended
- 20 Government

H2H OUTREACH
- TRADE & CONTRACTOR
- MILITARY EVENTS
- MILITARY COMBINED
- GOVERNMENT
MILITARY REGISTRATIONS: 2017

<table>
<thead>
<tr>
<th>Military Branch</th>
<th>Registrations</th>
</tr>
</thead>
<tbody>
<tr>
<td>ARMY</td>
<td>7,258</td>
</tr>
<tr>
<td>USMC</td>
<td>3,368</td>
</tr>
<tr>
<td>NAVY</td>
<td>2,099</td>
</tr>
<tr>
<td>USAF</td>
<td>1,323</td>
</tr>
<tr>
<td>USCG</td>
<td>197</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>14,245</strong></td>
</tr>
</tbody>
</table>
TO RECRUIT VETERANS

- Utilize H2H Data Base
- Verify registration and contact information
- Utilize local active duty military bases
- Utilize National Guard and Reserve entities
- Realize and understand Veteran Service Organizations (VSO)
- Meet with local DVOP and LEVERS
- Large Project Recruitment Process
RETAIN VETERANS

• Assign mentors / With like backgrounds (if possible)
• If no mentors available / contact H2H / ask for volunteers
• Schedule follow-up conversations
• Create sub groups or veteran activities within entity or with existing VSO
• Exit Interviews
• Collect data and outcomes
• 7 Week Program
• Tuesday-Friday
• 6:00am-2:30pm
• Training at own location
• No Cost!!!
• Core Curriculum - layout, math, drafting, OSHA 30, field installation
• Electives - Service, TAB, Welding, BIM-AutoCAD & Architectural
• Placement into an apprenticeship upon completion
PROJECT 18A: CUTTING AND NOTCHING

layout and cut pattern on a 12"x12" jig sheet metal
COMMUNICATE

COMMIT

DELIVER

2018