

# CERN

April, 17 2008

# Agenda

- The Military Talent Pipeline
- Helmets To Hardhats
- What You Need To Know
- Q&A



# Military Veterans

Veterans are one of America's largest and most skilled talent pools.

- 250,000 to 300,00 transitioning out of the Military each year
- 14 Million Veterans in the workforce
- Military spends \$17 billion on training and education
  - Over 80% are non-combat jobs
  - 49% Technical specialties
  - 34% Engineering & Maintenance
  - Specialized training and skills can qualify for Journeyman position



# Veterans Bring Valuable Benefits

## “Earn While You Learn”-Apprenticeships

- **Tuition Assistance**
  - Military Financial Assistance up to \$4,500/yr
- **Montgomery GI Bill**
  - Up to \$23,400 in education assistance during 36 months of full-time study
- **MGIB for selected Reserves**
  - \$9,468 for full-time school for Reservists that have made a six-year commitment
- **United Services Military Apprenticeship Program**
  - Navy, Marine Corps, Coast Guard
  - Service members receive work experience log book, progress report forms, work experience hourly forms, work processes schedule for trades
- **COOL**
  - Credentialing Opportunities On-Line
  - Initiative for civilian credentialing and licensing requirements

- **MONTGOMERY GI BILL (CHAPTER 30)**

**INCREASED EDUCATIONAL ASSISTANCE ALLOWANCE**

**January 1, 2008 Apprenticeship and On-Job Training Training**

**Period Monthly rate**

- First six months of Training \$825.00
- Second six months of training \$605.55
- Remaining pursuit of training \$385.35

# Hire For Behaviors and Train For Skills

These qualities are a big reason that make veterans attractive.

- Trainable
- Accelerated learning curve
- Leadership
- Teamwork
- Maturity
- Diversity and inclusion in action
- Efficient performance under pressure
- Respect for procedures
- Conscious of health and safety standards
- Accountability and Responsibility
- Technology
- Integrity
- Triumph over adversity

# The Helmets To Hardhats Program



# Our Goal

Helmets to Hardhats helps transitioning military personnel, Guardsmen and Reservists find the best careers in the building and construction industry.



# Helmets To Hardhats

2007 stats

Not a website, a dynamic program

- 18,731 candidates registered
  - Access careers and apprenticeships via Internet anywhere in the world
- 1,550 known placements
- Caters to building and construction trade unions, quality employers and JATCs
  - Co-sponsored by all 15 Building & Construction Trades organizations and their employer associations representing over 82,000 contractors and 85 apprenticeship crafts
- Wounded Warrior program

The screenshot shows the Helmets to Hardhats website interface. At the top, there is a navigation bar with a logo and the text "HELMETS to HARDHATS". Below the logo, a tagline reads: "Helmets to Hardhats is the fastest way for Military, Reservists, & Guardsmen to transition from active duty to a career in the construction industry." The navigation bar includes links for "My Account", "Search Careers", "Info Center", and "Trades/JATCs/Employers".

The main content area features a large image of a construction worker on a roof. To the right, there is a smaller image of a soldier in military gear. The text reads: "New to the site? Get started by [creating your free account today!](#) Or, start your search by entering keywords below to view available career openings."

Below this is a search box with the placeholder text "\*Enter keywords and/or location" and a subtext "\*ie, roofing, zip code". A "SEARCH >>" button is positioned to the right of the search box.

The "CAREER BROWSER" section is titled "What trade is the right one for me?". It includes a dropdown menu labeled "Select a trade:" and a list of questions: "What's an average day like?", "What will I be doing?", and "How much will I earn?". Below the list, it says: "Select from the list above to check out information on each of the building and construction trades and get your next great career started today!" and provides a link to "Browse the full list of trades".

At the bottom, there is a "New here?" section with a "Get started today!" link. To the right, there is an "Already registered?" section with a "Login here" link and a "LOGIN >>" button. Below the login section, there is an "Information Center" section with a link to "Your one-stop center for Helmets to Hardhats: FAQs, special interests, Veterans Benefits, contact links and more...".

At the bottom right, there is a quote: "Helmets to Hardhats seemed like a perfect way for me to get into the building and construction trades while using my military experience as an added bonus." attributed to "MARK YOUNG, UNITED STATES NAVY TO INSULATORS LOCAL 4".

The footer contains the copyright notice: "© 2007 Helmets to Hardhats" and the text: "This site is operated under contract with the Center for Military Recruitment, Assessment and Veterans' Employment." followed by links for "My Account", "Search Jobs", "Info Center", and "Trades/JATCs/Employers".

# Services For Unions and Employers

Our goal is to make Helmets to Hardhats the first and most reliable place you look for talent through quality, free services and superior performance.

- Post a Career Opportunity
- Manage a Career Opportunity
- Search Candidates By:
  - Date
  - Keyword
  - Location
  - Desired Trade
  - Work Status (Part-Time, Full-Time)
  - Job Type (Apprentice, Employee)
- Union & Employer Newsletter

# Unions and Employers Login



Helmets to Hardhats is the fastest way for Military, Reservists, & Guardsmen to transition from active duty to a career in the construction industry.

## Get the Best Military Candidates

### Unions/JATCs/Employers

- Hire top talent for your careers in construction

With an account on Helmets to Hardhats you'll be able to:

- Post career opportunities that proactively go out to veterans interested in your business
- Search and identify highly qualified veterans in the Helmets to Hardhats database
- Manage all your career postings online, including applicant status, screening questionnaires, letters and more



**REQUEST ACCESS >>**

### Trades/JATCs & Employer Login

Username:

Password:

**LOG IN >>**

[Forgot password?](#)

\* We evaluate all account requests.

You will be contacted by a Helmets to Hardhats representative concerning your request.

© 2007 Helmets to Hardhats

This site is operated under contract with the Center for Military Recruitment, Assessment and Veterans' Employment.

[My Account](#) • [Search Jobs](#) • [Info Center](#) • [Trades/JATCs/Employers](#)

# Services For Unions and Employers

The image shows a screenshot of the Helmets to Hardhats website. At the top left, there is a logo with a circular arrow and the text "HELMETS to HARDHATS". To the right of the logo, a green banner contains the text: "Helmets to Hardhats is the fastest way for Military, Reservists, & Guardsmen to transition from active duty to a career in the construction industry." Below this banner are three buttons: "Find Candidates", "Post a Job", and "Manage Jobs", followed by a "LOG OUT" link. Below the banner, the text "Welcome back, John Doe!" is displayed. In the center, three buttons are highlighted with red boxes: "Find Candidates", "Create & Post a Job", and "Manage Job Postings". Three red arrows point upwards from the bottom of the page towards these three buttons. At the bottom of the page, a green footer contains the text: "© 2007 Helmets to Hardhats. This site is operated under contract with the Center for Military Recruitment, Assessment and Veterans' Employment. Find Candidates • Post a Job • Manage Jobs • Log Out".

**HELMETS to HARDHATS**

Helmets to Hardhats is the fastest way for Military, Reservists, & Guardsmen to transition from active duty to a career in the construction industry.

[Find Candidates](#) [Post a Job](#) [Manage Jobs](#) [LOG OUT](#)

Welcome back, John Doe!

[Find Candidates](#) [Create & Post a Job](#) [Manage Job Postings](#)

© 2007 Helmets to Hardhats  
This site is operated under contract with the Center for Military Recruitment, Assessment and Veterans' Employment.  
[Find Candidates](#) • [Post a Job](#) • [Manage Jobs](#) • [Log Out](#)



# Search For Candidates



Helmets to Hardhats is the fastest way for Military, Reservists, & Guardsmen to transition from active duty to a career in the construction industry.

Find Candidates

Post a Job

Manage Jobs

LOG OUT

Find Candidates

[ [Edit My Settings](#) ]

Saved Searches: [ [view/edit](#) ]:

[Creative Director, Indiana Veterans, Web Developer, ewfwfqwf, Disco, Agent1, Test Search 1, Maynard Local, phoenix, developer, Learn More...](#)

Search By Date

Limit results to **resumes received** from  to

Limit results to seekers who **are available**:  Now

With a separation date between

and

Search By Keyword

Search Entire Resume

Enter

**Keywords:**

(e.g. sales AND pharmaceuticals)



Keyword Search

Try using AND and OR between keywords for more accurate search results. Use AND to find resumes that include **all** entered search terms. Use OR to find resumes that include **any** entered search term.

[Learn More](#)

# Search For Candidates



**Search By Location**

Choose **one** of the options below:

**Search within selected locations:**  
You have access to the following locations: US  
[Want additional locations?](#)

All Locations Purchased

-----US-----

US - Alabama

US - Alaska

US - Arizona

US - Arkansas

US - Armed Force Europe, the Middle East, and Canac

US - Armed Forces Americas

For up to 10 multiple selections:  
PC- hold down <Ctrl> key; MAC- hold down <Command> key

Include job seekers **willing to work** in the selected locations.

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**- OR -**

**Search within Postal/ZIP Code Radius:**  
Limit results to job seekers within  of Postal/ZIP Code  
 within

[Find a ZIP Code](#)



## Search Radius

The radius covers your selected distance from the center of the Postal/ZIP Code. It may not include the entire city and/or may overlap into other cities.

# Search For Candidates



**Search by Desired Trade**

Select a trade:

---

Limit results to job seekers looking for the selected **work status** options:

Full-Time  
 Part-Time

---

Limit results to job seekers looking for the selected **job types**

Apprentice  
 Employee  
 Intern  
 Temporary/Contract/Project

**Search Result Limit**

Limit search results to:  matching resumes. (1,000 maximum)

**Search >>**


# Regional Directors

- 13 regional Directors
- Retired military, Trades
- TAPS, ACAP
- Department of Labor, Veterans Affairs



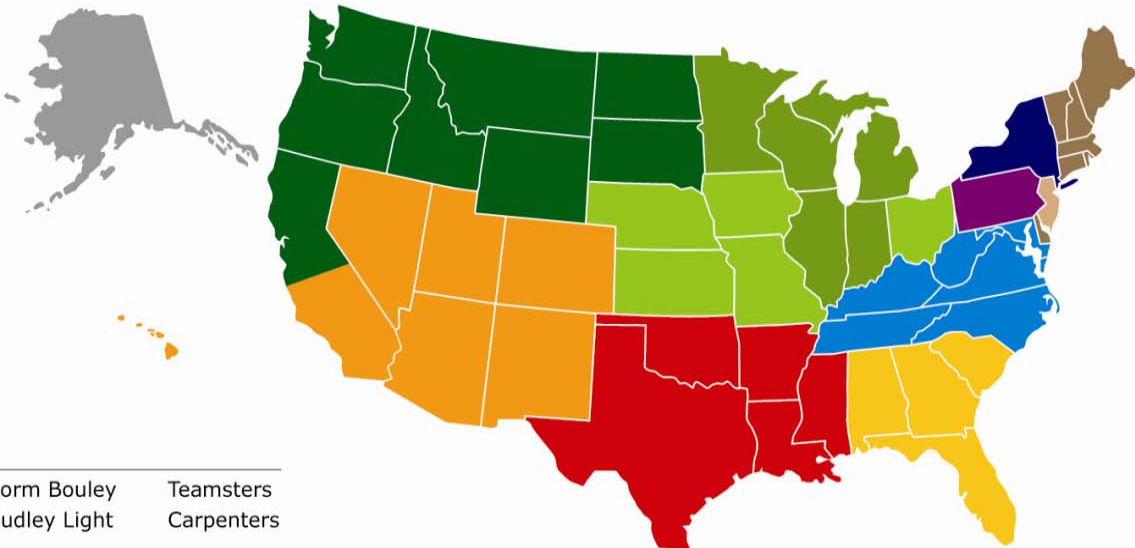
# Area's of Responsibilities

h2h territory map - Windows Picture and Fax Viewer



## H2H Field Representatives

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**by Trade**

<span style="border: 1px solid black; display: inline-block; width: 15px; height: 10px; vertical-align: middle;"></span> Norm Bouley	Teamsters
<span style="border: 1px solid black; display: inline-block; width: 15px; height: 10px; vertical-align: middle;"></span> Dudley Light	Carpenters

**by Region**

<span style="background-color: #8B4513; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Richie Eckler	CT, DE, MA, ME, NH, RI, VT	<span style="background-color: #90EE90; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Terry Powers	IA, KA, MO, NE, OH
<span style="background-color: #A9A9A9; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Ed Flanagan	AK	<span style="background-color: #FF0000; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Dylan Tete	AR, LA, MS, OK, TX
<span style="background-color: #FFD700; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Phil Ganley	AL, FL, GA, SC	<span style="background-color: #00008B; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Anne Trenkle	NY
<span style="background-color: #008000; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Mel Lowney	CA(No.), ID, MT, ND, OR, SD, WA, WY	<span style="background-color: #FF8C00; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Daniel Lozano	AZ, CA(So.), CO, HI, NM, NV, UT
<span style="background-color: #9ACD32; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Bill Mulcrone	IL, IN, MI, MN, WI	<span style="background-color: #4169E1; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Bill Davis	DC, KY, MD, NC, TN, WV
<span style="background-color: #D2B48C; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Jeanine Nagrod	NJ	<span style="background-color: #800080; width: 15px; height: 10px; display: inline-block; vertical-align: middle;"></span> Joe Grabiec	PA

Windows taskbar: start | H2H Power points | Microsoft PowerPoint... | Inbox - Microsoft Out... | Fw: Field rep map cor... | h2h territory map - W... | 9:21 AM

- Direct Entry Language
- Veterans Selection Procedures
- There are two methods by which a veteran may enter the (program sponsor name) apprenticeship program.
- Veterans that have completed military technical training school and participated in a registered apprenticeship program, or completed military technical training school in a recognized apprenticeable occupation, during their military service, may be given direct entry into the apprenticeship.
- The Program Sponsor will evaluate the military training and on-the-job learning experience received for granting of credit on the terms of apprenticeship and appropriate wage rate.
- Credit will be granted in accordance with that section identified in the Registered Apprenticeship Program Standards as “Credit for Previous Experience.” The request for credit will be evaluated and a determination made by the Program Sponsor during the probationary period when actual on-the-job learning and related instruction performance can be examined. Prior to completion of the probationary period, the amount of credit to be awarded will be determined after review of the apprentice’s previous work and training/education record and evaluation of the apprentices’ performance, skills and knowledge demonstrated during the probationary period. An apprentice granted credit shall be advanced to the wage rate designated for the period which such credit accrues.
- Apprentice applicants seeking credit for previous experience gained outside the supervision of the program sponsor must submit such request at the time of application and furnish such records, affidavits and other (insert local requirements) to substantiate the claim.
- Applicant may be required to take entrance examination.
- Entry of veterans will be done without regard to race, color, religion, national origin, or sex.
- Veterans that have completed military service and have not completed military technical school in a recognized apprenticeable occupation must complete an application and may be required to take entrance examination. The program sponsor may give veterans special consideration for entry into the apprenticeship program.

# Direct Entry States

- 26 States have signed Direct entry proclamations and or a resolution



The Best Talent  
For the Construction Industry

Tap into Military Talent at:  
[www.helmetstohardhats.org](http://www.helmetstohardhats.org)

