

# WIU Faculty

## Military and Veterans Culture Awareness

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# Agenda

- Military and Veterans Culture Awareness
- Transition, Credentialing and Academic Credit Programs-Tools and Techniques
- Tuition Assistance (TA) Programs



# Definition of Military Transition

A complicated nexus of social and medical issues that veterans face, and highlights the difficulty of distinguishing between the effects of academic, medical and family challenges; unemployment (financial challenges); and the stress of adjusting to a different social environment.



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# Military and Veterans Culture Awareness



# Strength of our Armed Forces

2,191,600 (2,271,884) (96%)

Army	Navy	Air Force	Marines	Coast Guard	Total A/C current (prior)
460,000 (529,679)	323,200 (317,828)	313,200 (329,332)	182,000 (194,808)	36,200(42,357)	1,314,600 (1,414,004)
Army National Guard	No Navy Guard	Air National Guard	No Marine National Guard	No Coast Guard Guard	Total National Guard
348,000 (358,200)	0	105,500 (105,700)	0	0	453,500 (463,900)
Army Reserves	Navy Reserves	Air Reserves	Marine Reserves	Coast Guard Reserves	Total Reserve
200,000 (205,000)	108,500 (62,500)	69,200 (77,880)	38,500 (39,600)	7,300 (9,000)	423,500 (393,980)



# Definitions/Timelines

- Operation Desert Shield/Storm-1991
- Enforcement of “no fly zones’-1991-2001
- OEF: Operation Enduring Freedom-7 October 2001
- OIF: Operation Iraqi Freedom-20 March 2003
- OND: Operation New Dawn
  - Iraq war since 31 August 2010-15 December 2011
  - Afghanistan-summer of 2010 (Trekh Nawa)
- Operation Inherent Resolve
  - October 2014 – Islamic State of Iraq and Syria
- GWOT: Global War on Terrorism



# More Definitions

- HMMWV—Highly Mobile Multi-Use Wheeled Vehicle



- FOB – Forward Operating Base
- IED – Improvised Explosive Device
- EFP- Explosive Formed Penetrator
- MRAP- Mine Resistant-Ambush Protected



# More Definitions

- BOG – Boots on the Ground
- CHU – Containerized Housing Unit
- Kevlar –Helmet
- IBA- Individual Body Armor
- IDF-Indirect Fire
- RPG-Rocket Propelled Grenade
- VBIED-Vehicle Borne Improvised Explosive Device
- AC-Active Component
- RC-Reserve Component



<https://www.youtube.com/watch?v=JETIRLM1paE>



# Military Occupational Specialties

- MOS – Army – Military Occupational Specialty
- AFSC – Air Force Specialty Code
- NECC – Navy Enlisted Classification Codes
- MOS – Marine Occupational Specialty



# Differences Between Military Services

- Soldier; Sailor; Airman; Marine; Coast Guardsmen.
- Army: Land, Sea, and Air Component
- Navy: Air and Sea Component
- Air Force: Air Component
- Marines: Land and Air Component
- All have similar yet unique skills adaptable to educational programs and workforce opportunities.

# Mission of the Active Component

- Prior to the 21<sup>st</sup> Century: Provide Combat Forces for a International Contingency
- Current Mission Set– oversees and continental U.S.
- Many Active Duty Bases and Forts
- All have workforce and transition programs for those who ETS or Retire
- AC reports to the Commander in Chief - POTUS



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# Mission of the National Guard

- State and Federal Mission
- State-Constitutional Authority that every state has a militia
- Available for floods, tornados, hurricanes, typhoons, cyber attacks, and other incidents in the US
- Federal Mission: strategic reserve, now an operational force
- While not on Title 10 Active Duty: Commander in Chief is the Governor
  - Army and Air National Guard
- Trains one weekend a month/two weeks annually
  - Mobilization schedules – additional training.



# IL National Guard

- Army and Air – 13,000 in Illinois
- 22K Illinois National Guardsmen have deployed since 9/11; impacting families and employers.
- ARNG-Over 100 units and 50 armories throughout the state
- ANG-Three Air Bases – Peoria, Springfield, Scott AFB
- ILNG is a state entity – Department of Military Affairs

# Mission of the Reserves

- A federal entity, not a state entity.
- Generally backup forces to the Active Component
- Army, Navy, Air Force/Marines/Coast Guard.
- Train – one weekend per month and two weeks a year.
- Organized, train, and equipped like the Active Component.
- Reports to the Commander in Chief - POTUS

# Military Values

- Army: Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, Personal Courage.
- Air Force: Integrity First, Service before Self, Excellence in all we do.
- Navy: Honor, Courage, Commitment.
- Marines: Honor, Courage, Commitment

# Military Culture

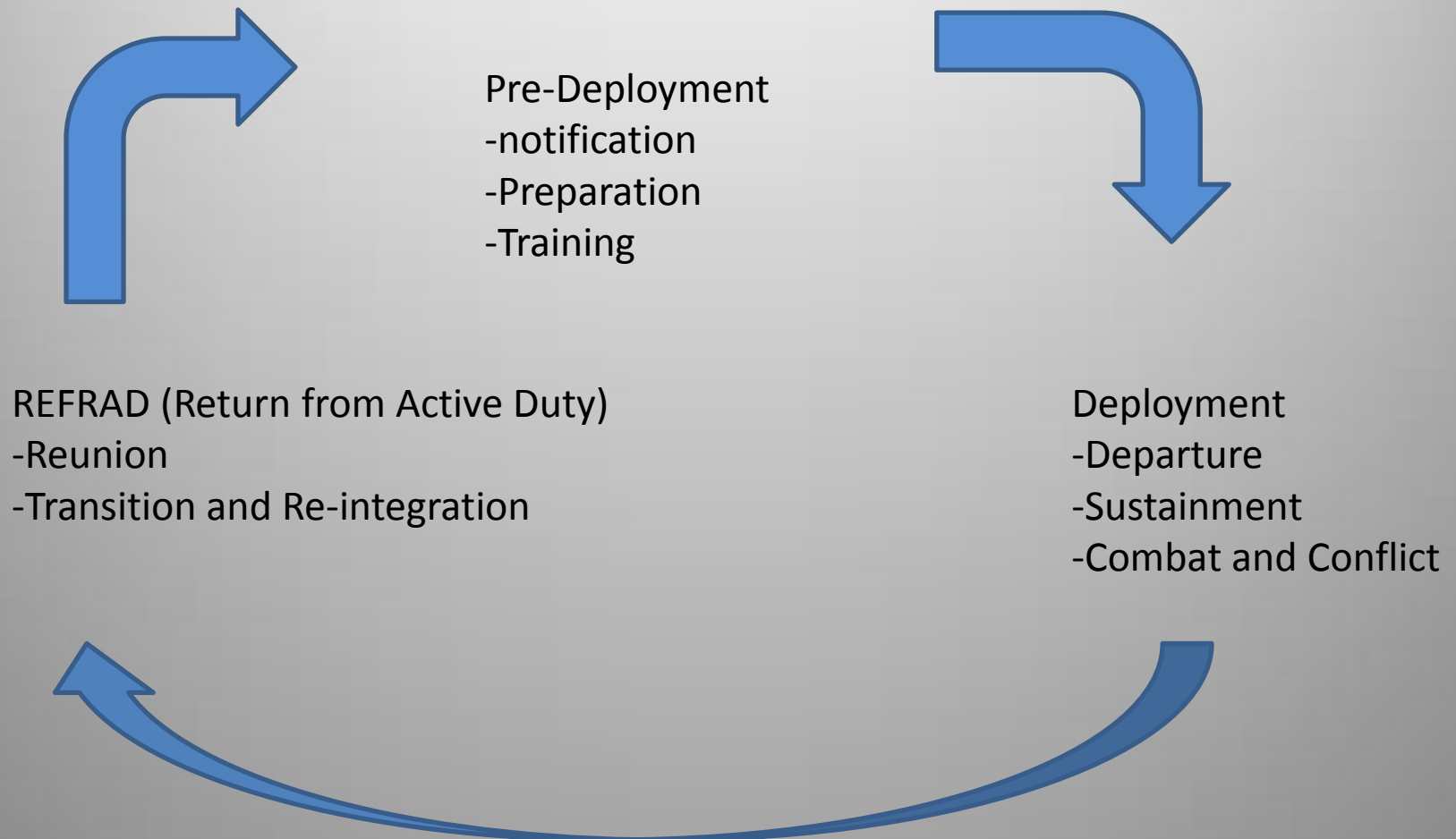
## Reserves vs. Active Duty

- Weekend Warriors
  - Citizen Soldiers
  - Viewed differently by the AC
  - May or may not adopt total military culture
  - Many don't involve family members – mobilizations are temporary
  - Family Members feel as if they are not part of the process
  - Many military services not available to the NG/R – TAP, workforce training, etc.





# Deployment Cycle



# Pre-mobilization

- Amount of notification time varies
- DOD has a five year plan
- Local level – major impacts on service members, their families, and their employers
- Effects on the Families, Employers, and Academics
- Family Readiness Groups

# Deployment Cycle

## Army

- 2001-Army 9 months with 6 months BOG
- 2002-2004-Army 545 day orders; 12 months BOG
- 2005-2007 Active and Reserve Army – 545 day orders; 15 months BOG
- 2008-2010-Army-400 day orders with 12 months BOG
- 2011-fwd – 270 days, with 6 months BOG

## Marines and Air Force

- Navy/Marines: 7 months mob, with 6 months BOG
- Air Force: Air Expeditionary Forces (AEFs) – 120 days



# Re-integration

- Overcome alienation – family/friends/employer/community
- From simplicity to complexity
- Replace war with another form of high
- Re-establish meaning in life
- No one can understand combat/deployment experiences
- Come to peace with self

# Post-Deployment Challenges for Reserve Component

- Return to civilian life
  - College other educational programs
  - Employment
- Job may no longer be available
- Can have reduction in income
- May experience loss in health coverage
- Loss of unit/military support system
- Lack of follow up by unit chain of command to assess needs





# Combat– Post 9/11 Veterans

- 2.5 Million troops have deployed to combat since 9/11
- 76K – IL; 22K ILNG
- IL-26% have deployed more than 2 times
- KIA:
  - 4,520 in Iraq
  - 2,400 in Afghanistan (up 206 since 2013)

# Psychological Health of our Post 9/11 Veterans

- Estimated 30% OIF/OEF/OND veterans suffer from PTSD
- Substance Use Disorder
- Typical combat day for our 21<sup>st</sup> Century Veteran
- Transition and Re-integration
- Stereotyped:
  - Damaged Goods?
  - Time for a new message!

# The Price of War: PTSD and other PH Issues/Interventions

- KIAs – over 6,920 since 9/11
- 5 living quadruple amputees; 43 survivors who have lost three limbs.
- Post-9/11 Combat
- Traumatic events
- Guilt
- Multiple Illnesses
- Training the public/private partnership to better understand the issues and needs of post 9/11  
SMVF





# Military and Veterans Suicides

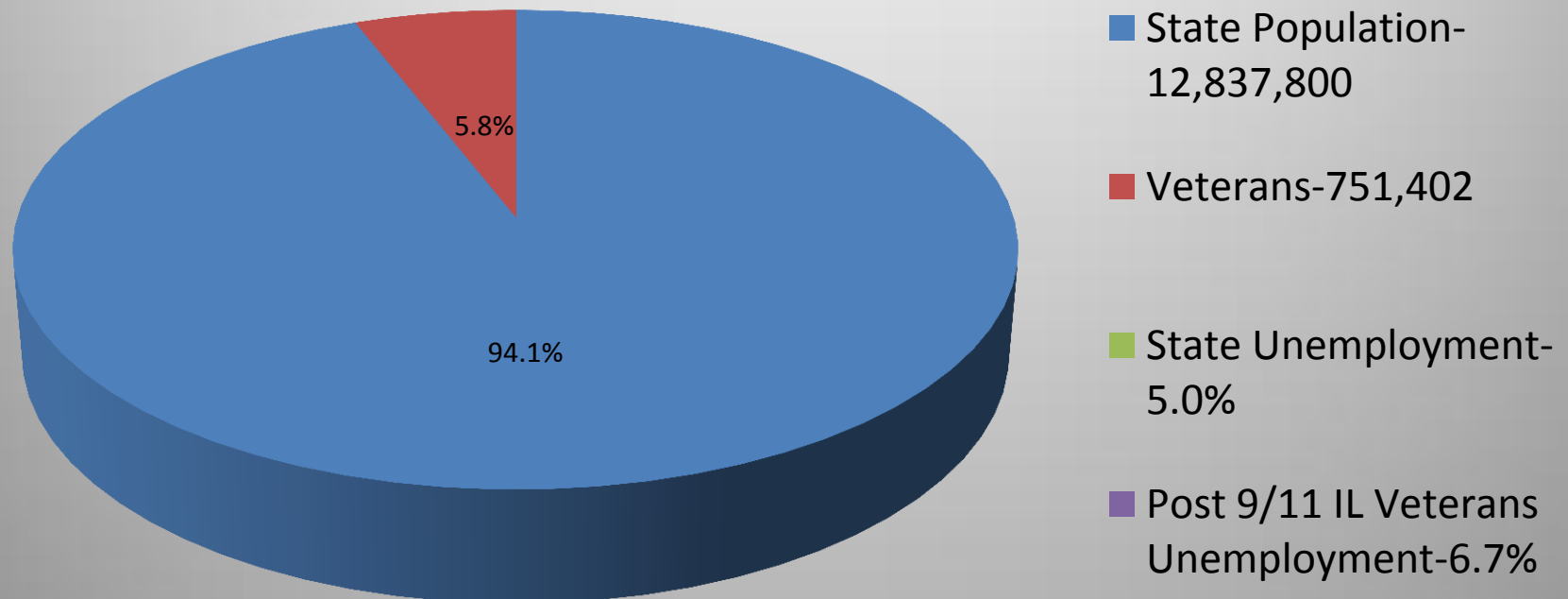
- 2012-2016 Active Component – 270 (steady each year)
- 2016 Reserve Component – 209 (up from 170 in 2015 – 23% increase)
- Veterans – over 7,800 (over 20 per day)
- Army Trends:
  - Male soldiers
  - Female soldiers
  - Combat deployment factors
  - Ethnicity factors
- Combat deployment vs. no deployment

# Military Statistics

- .05% of US have served on AD since 9/11 (9% in WWII)
- Vietnam – 3% from NG/R
- OIF/OEF/OND – over 50% from NG/R
  - AC – Bases and Forts
  - NG/R – community; linking civilians who manage resources
- Veterans Administration - # of veterans who use the VA? WWII; Korea; Vietnam; Iraq/AFG?
- 2015 – less than 20% of Congressional Leaders have served



# Illinois Veteran Statistics



# Additional Statistics

Illinois - #50 in  
employing our  
veterans  
6.7%

2002 Army UI-  
\$90M

2016 Army UI-  
\$575M

450% increase  
in 10 years!

2016 DOD UI-over  
\$1B  
Navy-\$169M  
Marines-\$150M  
Air Force-\$114K

Call to Action

# Transition, Credentialing and Academic Credit Programs-Tools and Techniques



# Background on TAP



Established partnership between DOD, VA, SBA, ED, OPM, and DOL's Veterans Employment and Training Service (VETS)



Three/Five/Seven day comprehensive workshop at various military installations/virtual

- Army – MEPs, USAREC, RIA
- Air Force – Scott AFB
- Navy – Great Lakes



Professionally-trained workshop facilitators

- State Employment Services; military;
- DOL-VETS



# Stages, Phases, Components, Topics

- Goals, Plans, Success-TAP Redesign
- Individual Transition Plan
- MOC Crosswalk
- Effects on career change
- Relocation assistance
- Healthcare/Life Insurance
- Finances
- VA Benefits
- DOL Employment Workshop
  - Resumes and Interviewing
- Individual Training Tracks:
  - Academic; Technical; Entrepreneurship

Not a “one and done”  
workshop anymore.  
Military Life Cycle  
requires TAP at various  
“career touch points”


# General Military Career Fields

- Combat
- Combat Support
- Combat Service Support

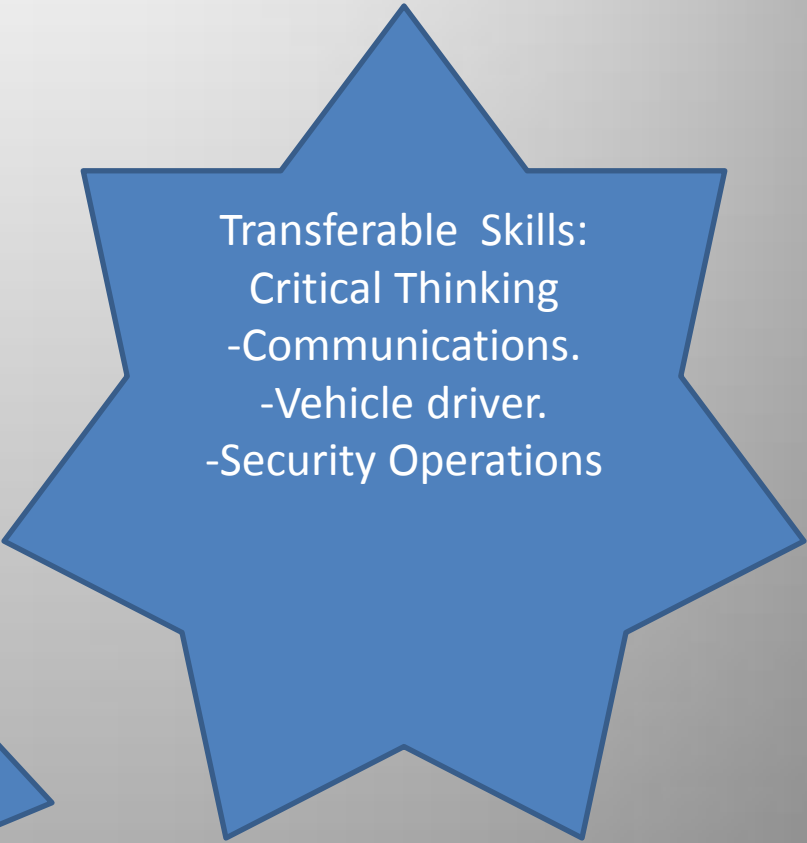


# Combat

- General Infantry
- Armor
- Air Defense Artillery
- Field Artillery
- Cavalry



Challenging to  
place in the  
workforce/  
transferable skills




Transferable Skills:  
Critical Thinking  
-Communications.  
-Vehicle driver.  
-Security Operations




# Combat Support

- Military Police
- Engineers
- Chemical
- Signal
- Intelligence
- Aviation




Less challenging  
to  
place in the  
workforce/  
transferable skills



Transferable Skills:  
-Critical Thinking  
-Communications.  
-Vehicle Driver.  
-Analysis.  
-Heavy Equipment  
Operator.  
-Aviation Skills  
-Air Maintenance.

# Combat Service Support

- Quartermaster
- Transportation
- Ordnance
- Medical
- JAG
- Chaplin
- Finance
- Acquisition



Easiest to  
place in the  
workforce/  
transferable  
skills



#### Transferable Skills:

- Critical Thinking
- Logistics.
- Long Haul Drivers.
- Vehicle Maintenance.
- Health Care.
- Para-Legal.
- Banking.
- Procurement.

# Military Transcripts

Automatically captures academic credits from military training, and standardized tests

Joint Systems Transcript has replaced:

- Army – The Army/American Council on Education Registry Transcript Registry System (AARTS)
- Navy/Marines – Sailor/Marine American Council on Education Registry Transcript (SMART)
- Air Force- Community College of the Air Force (CCAF)
- Coast Guard – Coast Guard Institute (CGI)
- Veterans – may use existing systems for transcripts; however prior to circa 2007 data will be missing



Recommends College Credit

# Military Transcripts contains the following details

- Military occupations held
- Military training courses completed
- College-level examinations completed, including:
  - College Level Examination Program (CLEP) tests
  - DANTES Subject Standardized Tests (DSSTs)
- American College Testing-Proficiency Examination Program (ACT-PEP) tests
- Regents College Examinations (RCEs)
- American Council on Education (ACE) recommended credit for each of the above
- Other Learning Experiences (OLE) - Not all training is granted credit recommendations by ACE. The OLE section of the transcript documents this training and includes reasons why no credit was granted

# American Council on Education

## Military Guide

- Guide to the Evaluation of Educational Experiences in the Armed Services
- ACE's Military Guide presents credit recommendations for formal courses and occupations offered by all branches of the military.
- All recommendations are based on ACE reviews conducted by college and university faculty members who are actively teaching in the areas they review
- High Demand Career Sectors:
- 68W-Army Medic/92A – Automated Logistics Specialists/Supply Technician/88M- Motor Vehicle Operator/44C – Fabrication

<http://www2.acenet.edu/militaryguide/OccupationSearch.cfm>

# DOD Conversion Programs

- Army Credentialing Opportunities On-Line (Army COOL)
- Navy Credentialing Opportunities On-Line (Navy COOL)
- Air Force
- Coast Guard



# COOL Overview (continued)

Information on  
filling in the  
gaps between  
military training  
and experience;  
and civilian  
credentialing

Credentials  
related to an  
Military  
Occupational  
Specialties

Resources  
available to  
assist Service  
Members in  
gaining civilian  
credentials



# Army/Navy COOL

- <https://www.cool.army.mil/>

- Examples:

- Medics
- Logistics
- Transportation
- Infantry
- Others as requested



<https://www.cool.navy.mil/>

# Tuition Assistance (TA) Programs



# Veterans Outreach

- Local Veterans Employment Representative (LVERs)
  - Located at IDES
  - Identifying training and employment
  - One LVER per 1,100 veterans who register
  - 1,300 nation-wide
- Disabled Veterans Outreach Program(DVOPs)
  - Training and Employment programs – service connected disabilities
  - VA,DOD, VSOs, community-based organizations
  - 1,400 nation-wide
- IL LVERS – 17
- IL DVOPS - 23

# Veterans Tuition Assistance Programs

- Montgomery GI Bill Active Duty (MGIB-AD)
- Montgomery GI Bill – Selected Reserves (MGIB-SR)
- Post 9/11 Montgomery GI Bill (MGIB)
- Yellow Ribbon GI Education Enhancement Program
- Reserve Educational Assistance Program (REAP)
- Veterans Educational Assistance Program (VEAP)

# Veterans Tuition Assistance Programs (cont.)

- Vocational Rehabilitation and Employment Program (VR&E)
- Survivors and Dependents Assistance (DEA)
- Military Tuition Assistance Funds
- OJT and Apprenticeship Training
- Illinois Veterans Grant

# Approved Post 9/11 MGIB Education and Training

- Graduate and Undergraduate Degrees
- Vocational/Technical Training
- OJT
- Flight Training
- Correspondence Training
- Licensing and Certification Tests
- National Testing Programs
- Entrepreneurship Training
- Tutorial Assistance
- Transfers of Entitlement to Dependents

# Forever GI Bill

- Signed into Law – August 2017
- Major Provisions:
  - Lifts the 15 year limit to use your benefits (discharges after 1 Jan 2013)
    - Includes Fry Scholarships
    - Children of deceased service members
  - Yellow Ribbon
    - Fry Scholarships – eligible for Yellow Ribbon (dependents and children of members KIA after 10 Sep 2001)
    - Purple Heart Recipients (also covered at 100% of MGIB)
    - Effective 1 August 2018
  - Dependents Educational Assistance Fund – reduced from 45 months to 36 months
  - Transfer of Benefits
  - REAP
  - Restores benefits if college closes
  - STEM classes – additional \$30,000
    - 60 semester hours/90 quarters towards a STEM degree
  - New Tiers
    - 90 days to less than 6 months – 40% to 50%
    - 6 months to less than 18 months – 50% to 60%
  - NG/R – 12304b status
  - Reduced living stipend – bill payer.



# Post 9/11 MGIB Payment Amounts

>36 months  
=> 30 days and  
discharged for  
service connected  
disability = 100  
percent

30 to < 36 months  
= 90 percent

24 to < 30 months  
= 80 percent

18 to < 24 months  
= 70 percent

12 to < 18 months  
= 60 percent

6 to < 12 months =  
50 percent  
(changes to 60%)

At least 90 days <  
6 months = 40  
percent (changes  
to 50%)

# Myths about Veterans

- All veterans have PTSD
- All veterans serve in combat
- Military skills don't transfer to civilian jobs
- Veterans are uneducated
- Veterans are combative and physically aggressive
- Veterans are inflexible and unable to adapt
- Veterans don't want to talk about their life in the military

# Questions