

## **Military Corps Career Connect (C3)**

There was a pre-meeting presentation on Military Corps Career Connect (C3) by Tim O'Farrell, General Manager of the Fort Meade Alliance and Kim Joyner, Veteran Navigator, Susquehanna Workforce Network. C3 is a statewide initiative (funded by a \$4.3M grant) to help ensure a smooth transition of military to civilian employment in the community. The program works with active duty military, their spouses and recently separated veterans (4 years or less) to help them navigate the employment process. The program provides for subsidized internships and on-the-job training, project-based learning opportunities, job preparation and much more. The program provides for benefits to the businesses that hire the veterans, so it is a real win-win.

Benefits to businesses include:

- On-the-Job Training: An opportunity to close the skills gap for new employees, utilizing a plan that reimburses businesses a percentage of the trainee's wages up to \$12,000
- Work & Learn Training: A hands-on paid work experience, using the host business' methods to train, with the grant paying the veterans/spouses \$15/hour, working 32 hours per week up to 8 weeks.
- Work Opportunities Tax Credits: Up to \$9,600 in tax credits for the business when they hire a disabled veteran.
- Expedited Credentialing & Licensing: C3 can help speed up the process of obtaining licenses and credentials so that the new employee can start the job faster.

Benefits to the soldiers participating include receiving training and/or certifications (funded by the grant money), participation in a cohort while still on active duty, opportunity to learn the difference between working as a military vs. working in the civilian business world.

The community benefits by keeping talented employees in Maryland, that already have security clearances and possibly strong IT/cyber expertise.

The local Susquehanna Workforce Network is funded to support this program and Kim Joyner is the Veteran Navigator.

Tim O'Farrell asked for assistance from the Army Alliance in three areas:

1. Help Kim Joyner link up with senior leaders at APG to provide more awareness to the program. Sue Nappi has reached out to CSM McCoy, and Jill McClune will reach out to the Garrison Commander, COL Phillips and CSM Tia.
2. Help to identify the businesses and skills needed in the community. Specifically, he would like to collect job descriptions for current or likely job openings. From these job descriptions, skills required will be extracted and input into a database. Resumes of veterans and their spouses will be compared to identify skill matches as well as skill gaps. Identification of skill gaps will help to focus the veterans/spouses on training required.
3. Help to support a training cohort. You do not need to hire those in the cohort, but it will create an excellent pool of candidates. For example, a business in the Fort Meade area hosted a Project Management Professional (PMP) Certification training course. The business provided the trainers. After the conclusion of the course, the business chose to hire several in the cohort.

On November 30<sup>th</sup> there will be an event hosted to provide information on this program. Sue Nappi will share the info with the board when it is made available. There will also be a statewide advisory board of which there will be two slots for businesses in the APG area. One slot will be for a business that is part of the Army Alliance. The other slot should be for another business in the APG area that has a high demand for employees.