



NC MILITARY PIPELINE

GOAL: Make North Carolina the #1 State for Veteran employment

North Carolina has the third largest Department of Defense (DoD) presence in the United States. Our transitioning Service Members, Reserve, National Guard, and Veterans make up one of the largest pools of highly skilled talent. Yet, many of them are unaware how their military training translates into high-demand, high-wage careers.

With thousands of North Carolina employers desperate for highly skilled talent, why are unemployment and underemployment rates among Veterans so high? Why are our companies struggling to identify and hire these talented men and woman?

The issue is not a lack of resources or jobs in North Carolina. In fact, we have an abundance of workforce development resources, training opportunities and employers excited to hire our Veterans and Service Members. The challenge is improving awareness, access and the strategic integration of our existing resources across our statewide ecosystem.

Let's look at the facts:

- **#1** - Driver for economic development is talent
- **372,000** - NC Veterans between the ages 20-59
- **27,000** - Service Members transitioning out of NC bases next 12-months
- **\$3.5 Billion** - Cost of training these military personnel (DoD)
- **38,000** - NC Reserve Component Personnel

SOLUTION

The NC Military Foundation is leading a coalition of business, military, education and government leaders to launch the NC Military Pipeline. The NC Military Pipeline will make North Carolina the first state with an end-to-end Veteran employment solution.

This initiative leverages "best in class" technology and subject matter experts to provide a single portal to serve as a trusted and reliable resource for ALL Service Members, Veterans and their families.

Some of the core features include:

- Digital Portfolios
- Civilian Resume Builder
- Military Skills Translator
- Career Assessment Tools
- Access to All 2 & 4-year Programs
- Access to Fast Track Training
- Industry Pages
- Social Media Integration
- Company and Day-in-the-Life Videos
- Robust Candidate Search Capabilities
- Integrated Case Management
- Robust Reporting and Analytics
- Mobile App Support

TESTIMONIALS

"Very impressive military skills translator. We would never have found these Veteran candidates."

- Small Manufacturer

"This technology is absolutely amazing! We have gone from recruiting advertising expenses of \$17,147 last year to \$465 today."

- Small Business Recruiter

"I have struggled for over a year to find a good job. I got 3 job offers in 2 weeks after loading my profile and resume."

- Army National Guard

"I had no idea my military training was so valuable to civilian employers. Thank you for helping me and my wife transition."

- Marine (wounded warrior)

"This is the best technology we have found to help our Marines translate their military training into civilian jobs."

- Beth Barton, PhD

Personal & Professional Development Program Manager, MCCA Camp Lejeune

"We have successfully used this platform to support several Hiring Events that yielded job offers for around 50% of the participating Soldiers."

- William McMillan

Transition Services Manager, Ft. Bragg



Governor's Challenge

<http://bit.ly/13sfmTu>

STAKEHOLDERS AND VALUE PROPOSITION

Veterans, Transitioning Personnel, and Reservists

- Explore careers that match their skills, interests and military training
- Digital portfolio with integrated civilian resume builder
- Connect with best education & training programs (NCCCS and NC University System)
- All matching jobs, internships and apprenticeships pushed to candidates 24/7

Employers

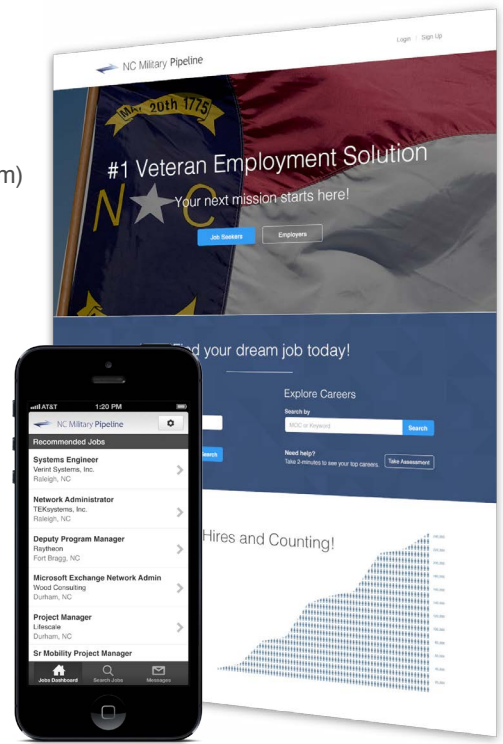
- Centralized hub to post unlimited jobs, internships and apprenticeships (for free)
- Target qualified Veteran candidates and document match strength
- Jobs are pushed to matching military candidates 24/7
- Reduce hiring costs and time to fill job openings

Community Colleges and University System

- Attract and retain Veterans/students in programs that support high-demand careers
- Collaborate with employers to better tailor programs to meet market demands

Economic Developers

- View real-time regional and statewide talent by skill sets and number of candidates
- Identify high-demand talent among Service Members and Veterans



IMPLEMENTATION PLAN

Phase 1 - Pilot (Q1 – Q2 2015)

- NC Military Pipeline will launch the week of February 23, 2015 with a Hiring Event at Camp Lejeune. Ft. Bragg will follow in March and Seymour Johnson in April.
- Quarterly Hiring Events will be scheduled for each of our major bases to onboard the 27,000 transitioning service members into the platform for matching with NC jobs.
- NC National Guard support. All open billets will be mapped and pushed to matching transitioning service members. Employment tools will be provided for all 13,000 NC Guard personnel.
- NC SHRM and their 5,100 employer members will be the first employers posting their jobs and connecting with the military candidates.
- IT Training and Certification module. Cisco and their training partners will test a new model to “grow and share” IT talent with the NC National Guard. Participants will be provided a virtual career coach and connected with high-demand IT jobs across the state. Advanced manufacturing, energy and agriculture will be the next industries supported with this model.

Phase 2 – Statewide Rollout (Scheduled to begin Q3 of 2015)

NC Military Pipeline will scale to all transitioning personnel, Reserve, National Guard, Veterans and family members. This statewide collaboration and technology infrastructure will provide the most comprehensive military talent management solution in the United States.

BECOME A FOUNDING SPONSOR

We would like to thank Cisco for being the first founding sponsor of the NC Military Pipeline. They have also graciously made a significant donation of hardware and technology to support the overall success of the program.

This statewide program is possible through the generous support of nine founding sponsors. There are eight remaining sponsorship opportunities that will be closed out on a “first come, first served” basis.

Each sponsor will receive recognition in all media campaigns, all subsequent public relations events, marketing materials, statewide Hiring Events and at the quarterly Business Leadership conferences. Most importantly, they will receive unlimited preferred access to all Service Members and Veteran candidates that match their job requirements.



Contact

To learn more about this sponsorship opportunity, contact info@ncmilitarypipeline.com.