



Veteran and Military Affairs Update

Paul Albright, Chief Military Officer
Veteran and Military Affairs

Goal 8- Nurture and Promote a Healthy, Sustainable Community



City of El Paso Veteran and Military Affairs Cross Functional Team



Paul Albright, Chief Military Officer

Cecilia Mungaray, Human Resources

Mark Weber, Community & Human Development

Soraya Ayub, Strategic Communications

Kelly Kotlick, Economic Development



The City of El Paso Veteran and Military Affairs



- ❖ Strategically aligned with Ft. Bliss, State, and Local entities
- ❖ Leveraging multiple media to connect our veterans to resources and information
- ❖ Expanding employment opportunities and resources through insightful HR programs
- ❖ Recognized repeatedly by The Texas Workforce Commission for our high Veteran Employment Rate
- ❖ Transitioning soldiers into the workforce by connecting them with our Communities of Excellence through the Bridge Fellowship Program
- ❖ Funding Veteran Homeless Programs to eliminate Veteran Homelessness in El Paso
- ❖ Planning with U.S. Army Center for Military History and Ft. Bliss to relocate the Ft. Bliss Museum into our community
- ❖ Building a Defense Industry footprint with academic institutions, Economic Development Departments and El Paso Community leaders
- ❖ Received over \$4M in Defense Economic Adjustment Assistance Grants (DEAAG) from the Texas Military Preparedness Commission
- ❖ Signed an Intergovernmental Support Agreement (IGSA) with Ft. Bliss providing Animal Services
- ❖ Processing two IGSA's for Architecture & Engineering Services and Storm Water Drainage Removal
- ❖ Signed an MOU with WBAMC that allows Military Level II Surgeons to operate in community hospitals
- ❖ Funded the first extensive El Paso Veteran Needs Assessment to identify gaps in services and the true needs of our veterans

“Its not a Job, It’s a Hobby. It’s the Passion to Provide for Those Who Served”



- The Veteran Affairs Advisory Committee
- Hiring of the Chief Military Officer
- Recognizing Veteran Employees with the Annual Veteran Luncheon
- The Bridge Fellowship connected to Communities of Excellence
- “We Hire Vets” 12.1% Veteran workforce (843 employees)
- Tax rebate for businesses that actively employ 15% or more Veterans in their workforce
- Detailed Veteran Resource Web Page
- El Paso Region Veteran Needs Assessment

Listening to our Military and Veterans Achieving Results



- **Outreach and Support Strategically Aligned**
 - Key figure at all Ft. Bliss events and Garrison planning platforms
 - Strategically integrated at the Federal, State, County, and local level
 - Filling the gaps in services and addressing the needs derived from the Veteran Needs Assessment
 - Providing resources for our local Veteran Service organizations
 - Participating in speaking engagements for numerous occasions
- **Transitioning our Military into the Workforce**
 - 19,500 soldiers transitioned from Ft. Bliss; 2,500 remained (12%)
 - 30% is the average for a U.S. Base of comparable size and population
 - Increasing employer awareness of the intangible qualities embedded within the military veteran; integrating community partners
- **Regional Economic Development & Educational Opportunities**
 - Leverage the Regional Military Complex
 - Further development of the “Supply Chain” for the Defense Industry
 - Integrating Academia with industry UTEP/Western Tech/Southwest University/EPCC
 - Reducing barriers and leveraging local talent



Community Partners of Excellence

1. *City of El Paso*
2. *County of El Paso*
3. *University Medical Center*
4. *YWCA of Greater El Paso*
5. *Socorro ISD*
6. *Canutillo ISD*
7. *Hospitals of Providence*
8. *Housing Authority of El Paso*

9. *Fort Bliss*
10. *Ysleta ISD*
11. *El Paso ISD*
12. *El Paso Water*
13. *UTEP*
14. *City of Pharr*

The Bridge Program

The Bridge Fellowship is a Program designed to assist our military members while they transition from military service to the civilian workforce

*****25 Fellows have participated in the program. 25 fellows have Obtained Employment! *****



Texas Military Installations Economic Impact 2019

- Ft. Bliss - \$25.6 Billion
- Ft. Hood - \$29.8 Billion
- Joint Base San Antonio - \$41.3 Billion

*Source 2019 - 2020 Texas Military
Preparedness Commission Biennial Report

Strengthening Our Relationship through Public to Public Partnerships

- Installation Infrastructure and Management
- Fire, Emergency Medical Service, Emergency Services
- Operations and Maintenance
- Services for Military Families
- Testing and Training Missions
- Safety and Security
- Water
- Energy
- Environmental
- Transportation
- Children
- Recreation
- Adult Education
- Libraries
- Family Advocacy/Social Services
- Medical and Health Issues



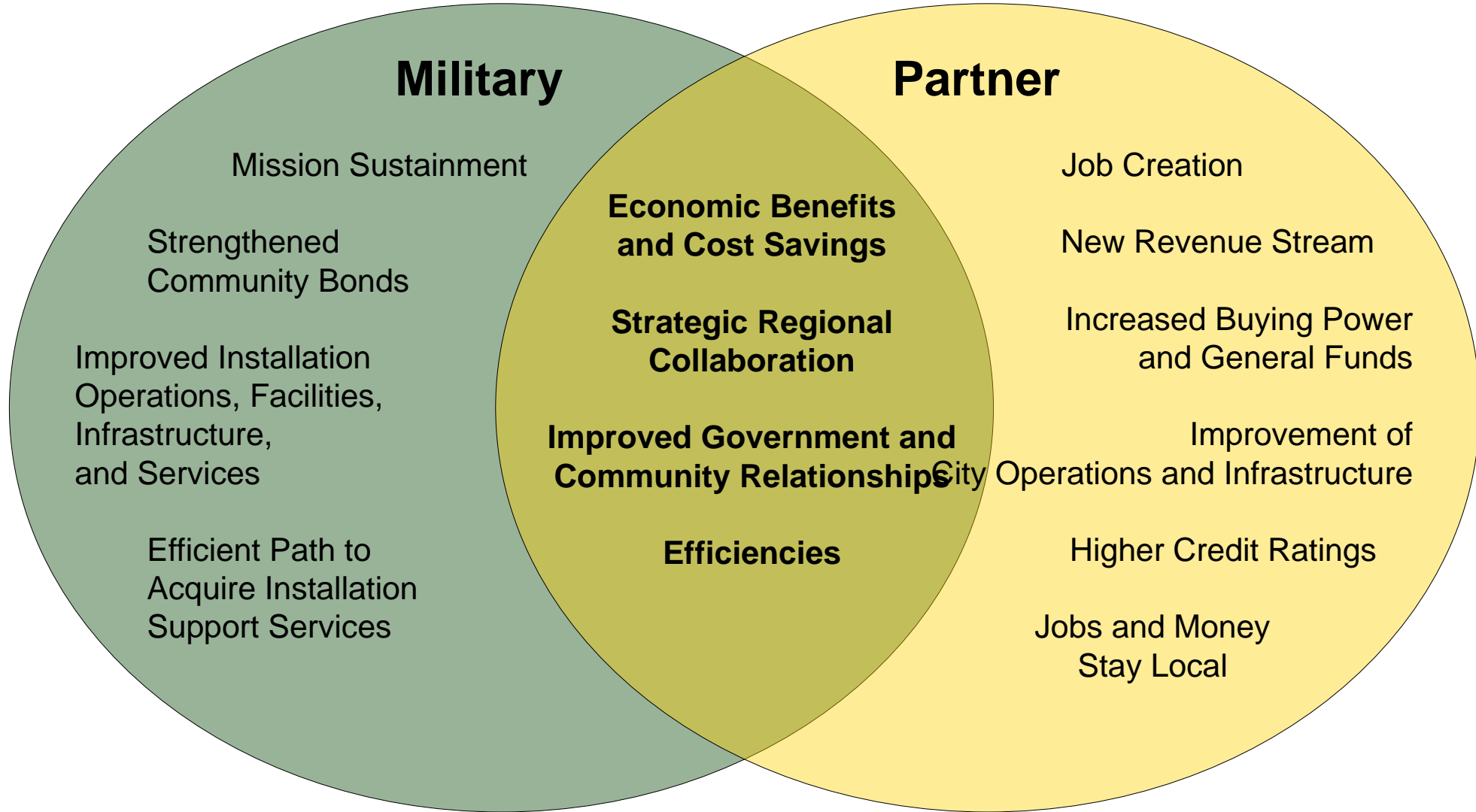
Military Installation Public to Public Partnerships

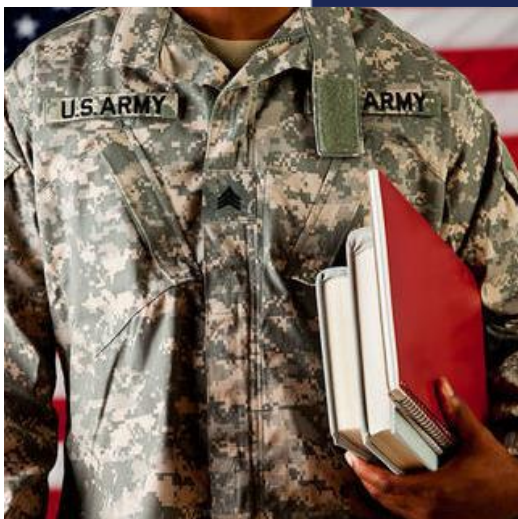
Ft. Bliss and Animal Services IGSA

Public to Public Government Partnerships save installation expenditures and provide revenue to the community

- **Status:** The Agreement is signed and mutually beneficial to both the City and our Community.
- **Objective of Agreement:** This agreement provides Animal Control for Ft. Bliss which does not have an Animal control capability without outsourcing to an independent contractor.
- **Win-Win:** Achieved through economy of scale price reduction. El Paso is paid admin expenses/fees and retains excess dollars.

Public to Public Partnerships are agreements between the Army and a State or Local government that serve the best interests of both parties and improve installation support services for Mission, Soldier, and Family Readiness.





El Paso is Veteran Ready!

- **Military and Veteran Healthcare**
 - Beyond the clinic specialty care
 - Location and accessibility
- **Quality of Life**
 - What makes a soldier's family want to live in El Paso?
 - What makes a service member want to stay?
- **Academia**
 - Accessible to military members and dependents? Supportive to veterans?
- **Employment**
 - Transition programs tied to Academia
 - Employment opportunities for military spouses, dependents and veterans

Inculcating Proven Best Practices to Achieve Measurable Results that Work!

HR4VETS

The logo for HR4VETS features the text "HR4VETS" in a bold, sans-serif font. The "H", "R", "E", and "T" are dark blue, while the "4" is white. A red heart is positioned between the "R" and "4", and a red ribbon is integrated into the "V". Below the text are two horizontal lines: a top red line and a bottom white line, with a red circle at the center where they meet.

RECOGNIZING YOUR SERVICE

Mission Statement

The City of El Paso recognizes the immense value of hiring Military Veterans and is committed to delivering exceptional HR resources and services to enhance recruitment and hiring efforts for their successful transition to the civilian workforce.

Actionable Items:

- ❖ Dedicated HR Resource Center for Veterans & Transitioning Service Members
- ❖ Increase awareness on City job opportunities and programs to assist with transition to civilian employment
- ❖ Provide resources to assist with translating military experience and skills, interviewing skills, and creating resumes
- ❖ Collaborate with community Veteran employment programs and services to support Veteran hiring

Program Initiatives Accomplished:

- ❖ City's Job Postings – “Candidate must have” language removed from job postings and replaced with minimum qualifications for positions.
- ❖ HR Veteran Website – increase awareness of City Job Opportunities within Veteran community
- ❖ Veterans now identified on the HR Eligible Lists to increase percentage of veteran job interviews



HR4Vets Veteran Website

The screenshot shows a web browser window with the address bar displaying "Not secure | elpasotexas.gov/veteran-resources/city-hr-resources". The page features a blue and red header with a star pattern. A breadcrumb trail reads "CoEP > Home > Veteran Resources > City HR Resources". A navigation menu includes links for HOME, DIVISION OF VETERAN AND MILITARY AFFAIRS, CHILDCARE, DISCOUNTS, EDUCATION AND TRAINING, EMERGENCY INFORMATION, EMPLOYMENT, CITY HR RESOURCES, FAMILY AND CAREGIVER, HEALTHCARE, HOUSING, LEGAL AND TAX, TRANSPORTATION, VOLUNTEERING, and VETERAN ORGANIZATIONS. The main content area is titled "CITY HR RESOURCES" and includes a paragraph: "The City of El Paso is a Veteran-Friendly employer dedicated to providing military-specific opportunities." Below this is the section "MILITARY VETERANS POINTS" with a sub-heading "Military Veterans must submit DD form 214(s) member 4, at time of application, to qualify for veterans points." and a bulleted list: "Qualified Veterans: Five (5) points will be added to their passing score if they submit a DD214 (s) member 4." and "Disabled Veterans: An additional five (5) points will be added to their passing score if they submit a current letter, stating a 30% or more disability, from the Veterans Administration Office." The next section is "THE BRIDGE TRANSITION PROGRAM" with a paragraph: "The Bridge Fellowship matches eligible transitioning soldiers within the 30/60/90 day window from the military to learn valuable career building skills while working within the City Management of El Paso." and a "Learn More" button with a right arrow. Below that is "ONLINE JOB RESOURCES" with a link to "Texas Workforce Commission Texas Veterans Portal". The final section is "MILITARY SKILLS TRANSLATOR RESOURCES" with a paragraph: "Resources to help translate the MOS to a civilian job equivalent:" and a list of links: "Net Online", "TA Online", "Military.com", and "Career One Stop". On the right side of the page, there is a graphic of the state of Texas with the text "2020 WE HIRE VETS". The Windows taskbar at the bottom shows the time as 12:56 PM on 9/15/2020.

Housing Initiatives ...

Addressing the Needs of Vulnerable Veterans

\$369K dollars committed
in year one

Veterans Permanent Supportive Housing Program

This program combines affordable housing and supportive services to help vulnerable veteran households who do not qualify for VA benefits and are experiencing homelessness.

- **CDBG-CV**
 - \$85,000 (Case Management)
- **CDBG-EN**
 - \$30,000 (Support Services / Operations)
- **HOME Partnership Grant**
 - \$233,424 (Tenant Based Rental Assistance)



Tenant Based Rental Assistance

Committed from HOME funds for both FY21 and FY22

(total 2 year commitment)



Case Management

A required component of permanent supportive housing programs

(currently a 1 year commitment)



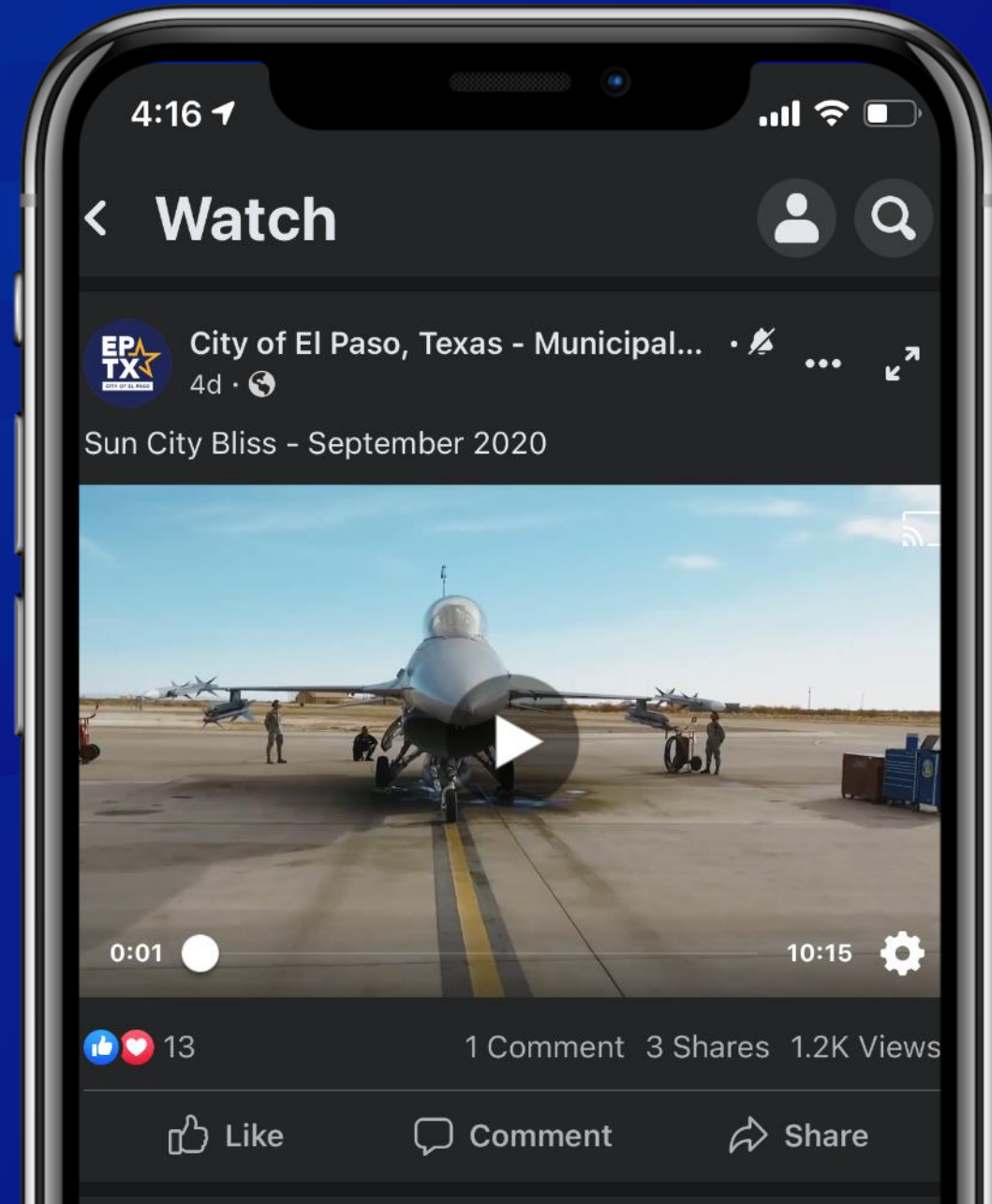
Support Services / Operations

Risk Management, Food Provision, Administrative Costs

SUN CITY BLISS

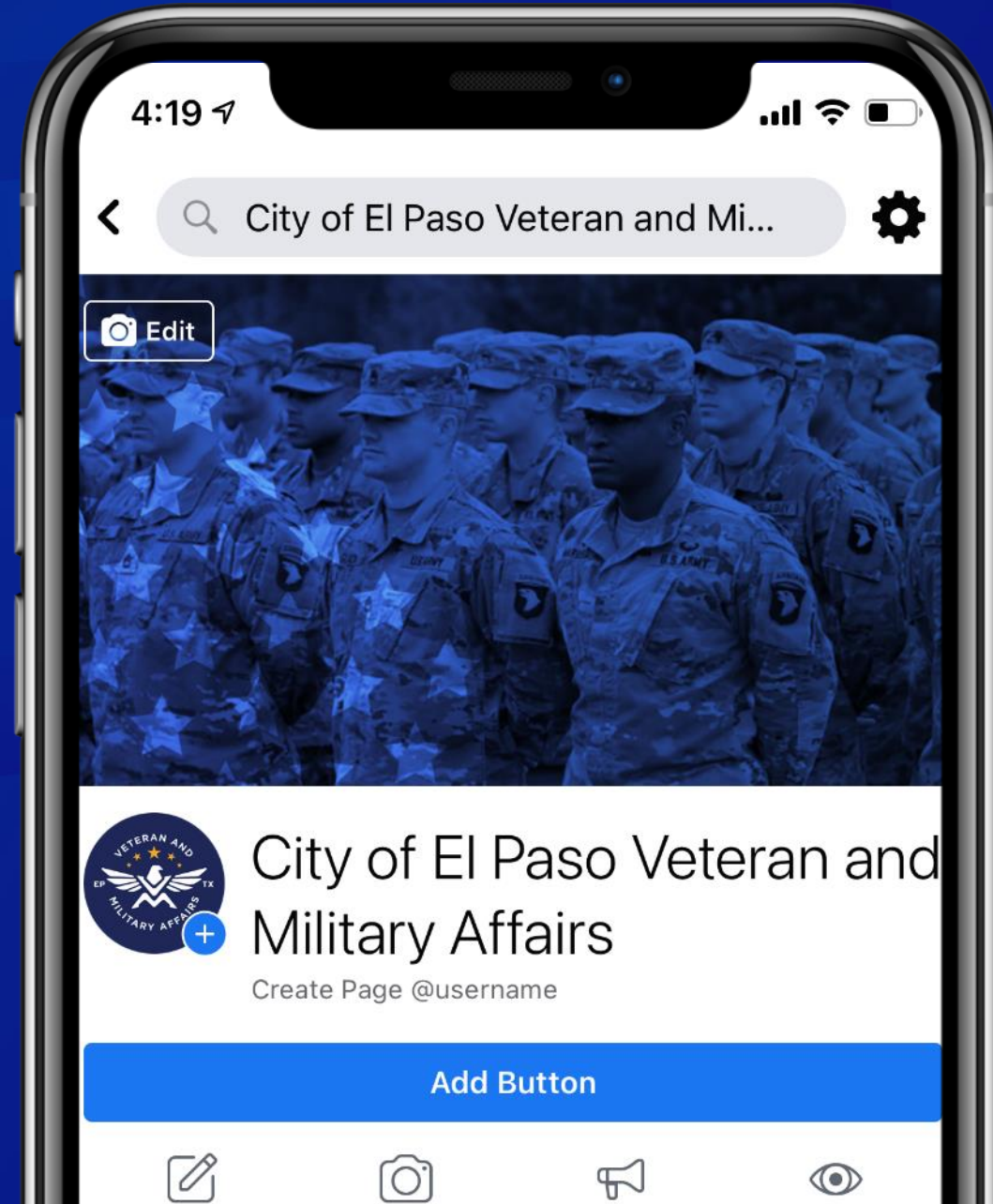
The PIO continues to produce a monthly show aimed to reach out to the Fort Bliss community and incorporate our veterans, soldiers, and their families.

Watch Sun City Bliss



SOCIAL MEDIA

The City of El Paso's Veteran and Military Affairs Facebook page was created to connect with our local veteran and military community and share daily updates.



ONLINE RESOURCES

The City of El Paso has generated a list of services for veterans needing to connect with nonprofit, employment, educational, and VA resources, in order to provide a path towards self-sufficiency.





The City of El Paso Veteran and Military Affairs

Providing for our Veterans, Supporting our Military, Staying El Paso Strong

- ❖ Strategically aligned with Ft. Bliss, State, and Local entities
- ❖ Leveraging multiple media to connect our veterans to resources and information
- ❖ Expanding employment opportunities and resources through insightful HR programs
- ❖ Recognized repeatedly by The Texas Workforce Commission for our high Veteran Employment Rate
- ❖ Transitioning soldiers into the workforce by connecting them with our Communities of Excellence through the Bridge Fellowship Program
- ❖ Funding Veteran Homeless Programs to eliminate Veteran Homelessness in El Paso
- ❖ Planning with U.S. Army Center for Military History and Ft. Bliss to relocate the Ft. Bliss Museum into our community
- ❖ Building a Defense Industry footprint with academic institutions, Economic Development Departments and El Paso Community leaders
- ❖ Received over \$4M in Defense Economic Adjustment Assistance Grants (DEAAG) from the Texas Military Preparedness Commission
- ❖ Signed an Intergovernmental Support Agreement (IGSA) with Ft. Bliss providing Animal Services
- ❖ Processing two IGSA's for Architecture & Engineering Services and Storm Water Drainage Removal
- ❖ Signed an MOU with WBAMC that allows Military Level II Surgeons to operate in community hospitals
- ❖ Funded the first extensive El Paso Veteran Needs Assessment to identify gaps in services and the true needs of our veterans



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People