



2018

MISSION

**“Assist Military Service Members and Veterans Connect to Quality
Careers in Construction”**

HELMETS TO HARDHATS

- **Center for Military Recruitment, Assessment and Veterans Employment (CMRAVE)**
- **501 (C) (3)**
- **Joint Labor and Management**
- **15 International Unions**
- **Thousands of Construction Companies**

FACTS

- **15 years**
- **Expanded to Canada**
- **Over 27,000 military veterans**
- **Middle class wages, pensions, health insurance**

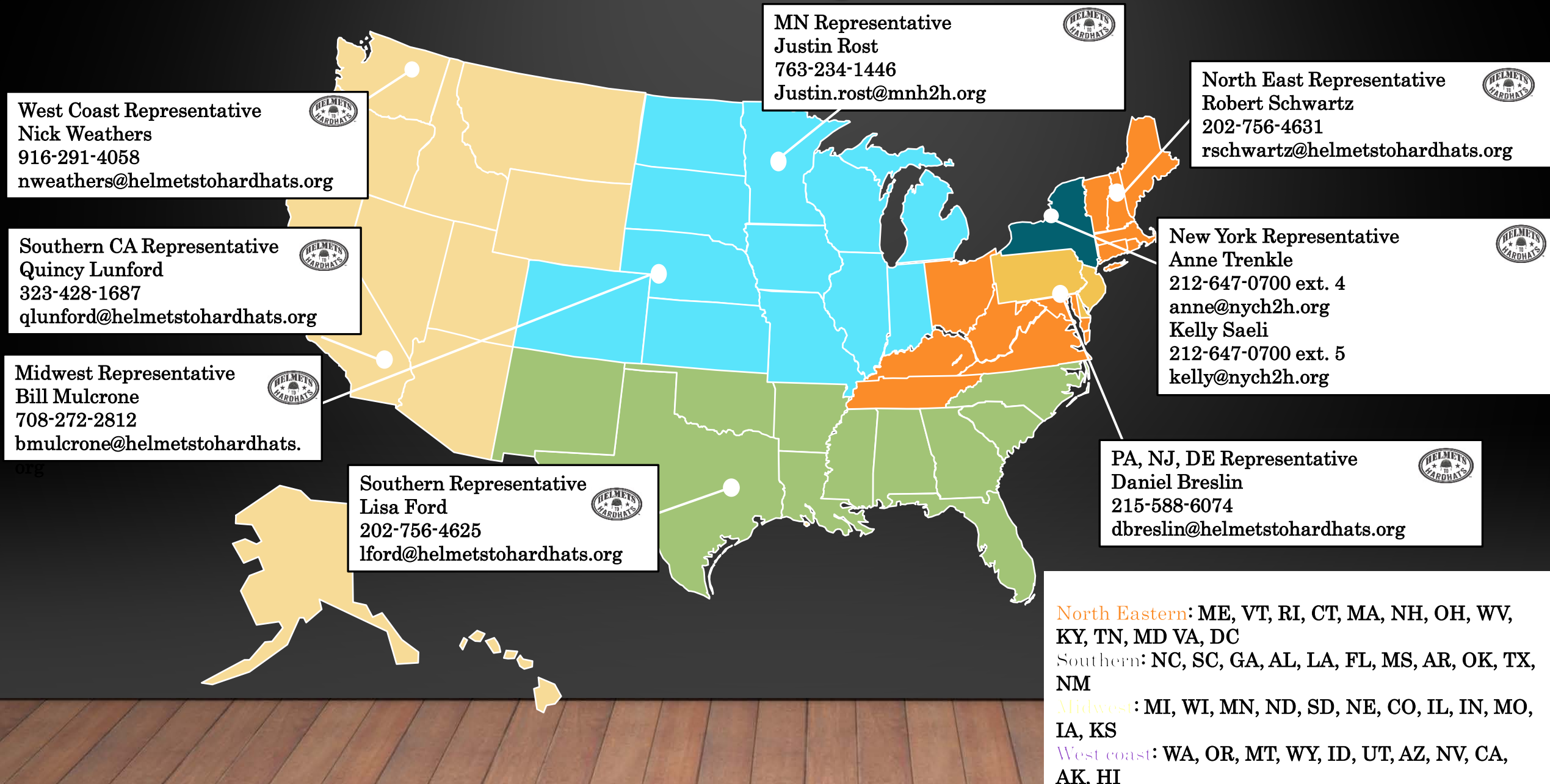
APPRENTICESHIP

- **15 trades over 80 apprenticeship crafts**
- **3 to 5 years in length**
- **Little to no cost**
- **Earn while you learn**
- **Post 9/11-Forever G.I. Bills qualified under OJT**
- **1,600 Joint Apprentices Training Centers (JATC)**
- **1.3 billion dollars annually**

MANAGEMENT

- **Comptroller**
- **Safety**
- **Project Management**
- **Financial**

Helmet to Hardhats Regional Breakdown



MILITARY DEMOGRAPHICS

- ARMY: 460,000 Active; 205,000 Reserve; 342,000 National Guard
- NAVY: 323,000 Active; 108,000 Reserve
- AIR FORCE: 313,000 Active; 69,000 Reserve; 105,000 Air Guard
- MARINES: 182,000 Active; 38,000 Reserves

200,000 transitioned personnel from all services (134,952 transitioned from all ARMY components (120k / per year from ARMY anticipated over next 10 years)

- Demographics Overall
 - 1,759,755 enlisted—83%
 - 360,750 officer—17%
 - Male 1,768,228—83.2%
 - Female 357,276—16.8%

VETERAN DEMOGRAPHICS

- The average age of the American military veteran is 64
- Male Veterans: 17,790,975
- Female: 1,595,614
- December 2017, overall, Veteran unemployment was 3.8%
- Post 9/11 Veteran unemployment was 3.3%
- The 18–24 unemployed Veterans was 2.7%
- 67% of unemployed Veterans are over the age of 45!

KNOWN SUCCESSFUL TRANSITIONS 2017

- **Active collection and purging of the H2H website has ended**
- **Updates continue from international and individual training programs of KSTs**
- **At this point, we have surpassed 2,000 KSTs for 2017**
- **Clarification and the addition of reports**
- **Follow up with a final number**
- **Over 27,000 known successful transitions for the lifetime of the program!**

HELMETS TO HARDHATS OUTREACH

232 events total attended

144 contractor or trade

68 were military /30 jointly attended

20 government



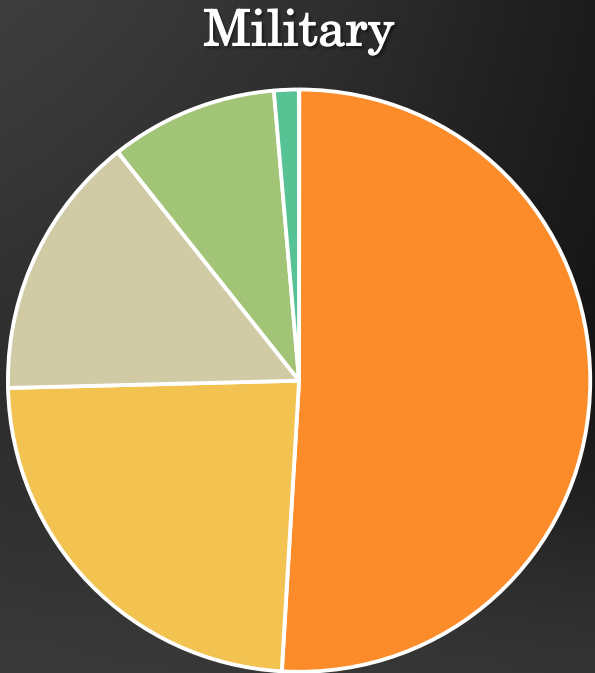
MARKETING 2017

- MARCH Marketing
- UNION Labor Works
- FTP
- Separate city, time frames and overlapping efforts
- Military bases and cities

MILITARY REGISTRATIONS 2017

- ARMY 7,258
- USMC 3,368
- NAVY 2,099
- USAF 1,323
- USCG 197

- Total 14,245



■ ARMY ■ USMC ■ USN ■ USAF ■ USCG

INFORMED DECISION MAKERS COURSE (IDMC)

- 40-hour program that was designed to educate transitioning service members on apprenticeship opportunities
- Kitsap/ Bremerton WA/ Navy
- JBLM /Army
- LA, CA
- Chicago, IL



FUNDING

- GPPMA, NCA 05/per man hour
- TAUC
- TVA
- PLAs
- A Round Fore Our Troops
- AFL-CIO Investment Trust Corporation
- D. C. Friends of Ireland

CARHARTT- STRIKE OUT FOR VETS CAMPAIGN



- Chris Sale, Boston Red Sox, 308/ \$30,800
- Corey Kluber, Cleveland Indians, 265/\$26,500
- Jacob Degrom, New York Mets, 239/\$23,900
- Michael Fulmer, Detroit Tigers, 114/\$11,400
- Felix Hernandez, Seattle Mariners, 78/\$7,800

VETERAN RECRUITMENT

- Utilize H2H Data Base
- Verify registration and contact information
- Utilize local active duty military bases
- Utilize National Guard and Reserve entities
- Realize and understand Veteran Service Organizations(VSO)
- Meet with local DVOP and LEVERS
- Large project recruitment process

VETERAN RETENTION

- Assign mentors/with like backgrounds (if possible)
- If no mentors available/contact H2H/ ask for volunteers
- Schedule follow-up conversations
- Create sub groups or veteran activities within entity or with existing VSO
- Exit interviews
- Collect data and outcomes

H2H

A GUIDE TO BEHAVIORAL & MENTAL HEALTH

- TBI
- PTS
- Suicide awareness
- Available for distribution