

DHA Warrior Care Recovery Coordination Program

Operation Warfighter (OWF) and Education and Employment Initiative (E2I)



Agenda



- Welcome
- Recovery Coordination Program (RCP)
- OWF and E2I Programs Overview
- Regional Coordinator Map
- OWF/E2I Virtual Fairs
- Social Media
- Q&A
- Closing

Recovery Coordination Program



Warrior Care **Recovery Coordination Program** Defense Health Agency

Purpose:

Provides comprehensive resources that assist recovering and transitioning military Service members and support military families to meet their needs and achieve their goals

Objectives:

- **Primary:** Oversees and executes policy that standardizes non-medical care provided to wounded, ill, and injured Service members across military departments throughout the continuum of care
- **Secondary:** Monitors and reports on the accessibility, utilization, and performance of DoD and Service-led warrior care programs

Background:

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National Defense Authorization Act for FY 2008 (Public Law 110-181) directed DoD to improve the care, management, and transition of recovering Service members

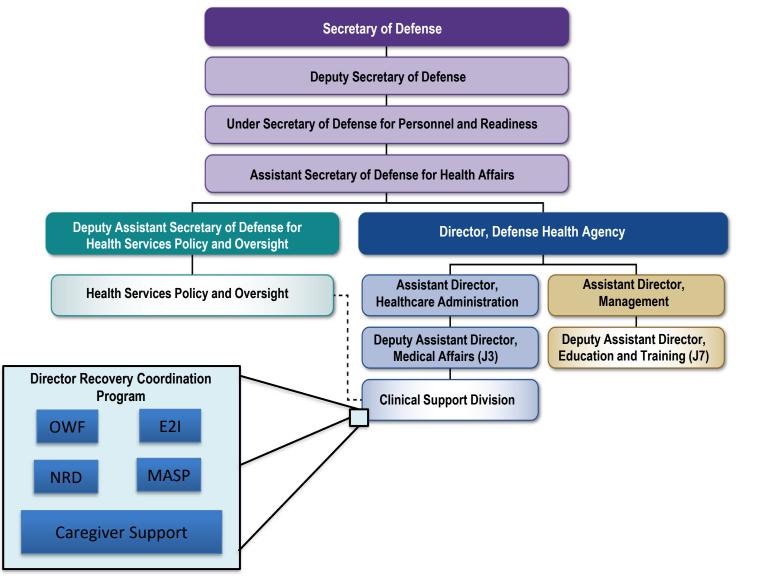


<u>Mission</u>: Proactively support Recovering Service Members (RSM) in recovery and reintegration back to the armed forces or transition into civilian status.

Vision: Ensure the nation's RSMs are well prepared for the next step in their lives through career development, furtherance of education, and seeking employment opportunities.

Organizational Chart





Operation Warfighter (OWF)

Goals and Objectives



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• The main objective of OWF is to place RSMs in supportive work settings that positively impact their recovery.

The OWF Model

• OWF strives to demonstrate to participants that the skills obtained in the military are transferable to civilian employment. For RSMs who will return to duty, the program enables these participants to maintain active skill sets and provides the opportunity for additional training and experience that can subsequently benefit the military.

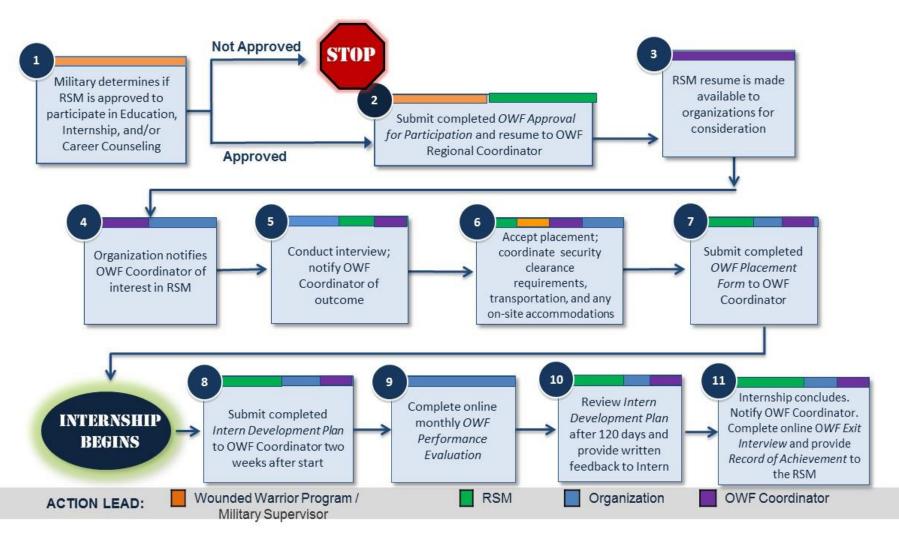
How OWF Works

- The first step of the OWF process is to obtain "medical and command approval" from the RSMs primary care manager and chain of command. Once an RSM is determined to be ready to participate, a Regional Coordinator assists the individual in identifying an internship opportunity based on their interests and capabilities.
- Once placement is agreed upon, the OWF Regional Coordinator works with the RSM and the agency to obtain necessary onboarding requirements and workplace accommodations.

OWF Process Flow

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Advantages of OWF



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Over 10,000 RSMs placed into Federal internships since 2009

Program Highlights:

- 240 Federal agencies and their sub-agencies participating
- In the last 12 months, the program has hosted or participated in over 200 outreach events
- Increase awareness among Federal agencies
- Expose recovering Service members to a variety of internship opportunities
- Promote career preparedness and employability



Available Warrior List

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| | | | | SECURITY | EST. EXIT DATE | |
|-----------|------------|---------|--------------|-----------|----------------|---|
| LAST NAME | FIRST NAME | RANK | SERVICE | CLEARANCE | FROM SERVICE | MILITARY BACKGROUND |
| DOE | JOHN | PO1/E6 | NAVY | TS/SCI | Aug-21 | CYBERSECURITY |
| MONEY | GREEN | CPL/E4 | MARINE CORPS | SECRET | Nov-21 | SUPPLY/LOGISTICS/INFORMATION TECHNOLOGY |
| PLANET | HOLLYWOOD | SSGT/E6 | MARINE CORPS | SECRET | Aug-21 | INFANTRY |
| WORLD | DISNEY | SPC/E4 | ARMY | SECRET | Sep-21 | LOGISTICS |
| MILE | GREEN | SPC/E4 | ARMY | SECRET | Sep-21 | SYSTEM TECHNICIAN |
| DAVIS | MILES | 1LT/02 | ARMY | TS/SCI | Apr-21 | NURSE |
| STRONGMAN | MATTHEW | SPC/E4 | ARMY | TS/SCI | Jan-22 | COUNTER INTELLIGENCE/INVESTIGATION |
| COLD | JOSE | SCPO/E8 | NAVY | SECRET | Jun-21 | MILITARY POLICE |
| DOE | JANE | SCPO/E8 | NAVY | SECRET | Oct-21 | WEAPONS AND RADAR SYSTEMS/PERSONNEL |
| НАРРҮ | TIMOTHY | MAJ/04 | MARINE CORPS | SECRET | Jun-21 | INFANTRY |
| SMITH | JONATHAN | SPC/E4 | ARMY | NONE | Sep-20 | MOTOR TRANSPORT OPERATOR |
| GREAT | DEBBIE | SGT/E-5 | ARMY | SECRET | Dec-21 | VETERINARY FOOD INSPECTION |
| WATTS | BILLY | SSGT/E6 | MARINE CORPS | SECRET | Jun-21 | HUMAN RESOURCES |

OWF Placement Form



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This document is used to capture critical information about each Intern placement. The organization's Internship Program Coordinator is responsible to review and complete this document prior to the start of an internship. Once it is complete, the organization's Internship Program Coordinator and Intern digitally sign the document to confirm the accuracy of the information and acknowledge their agreement with the outlined terms and conditions. The signed document should then be e-mailed as an attachment to the Regional Coordinator.

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- Used by the agency to document that a RSM has been placed within their agency
- Allows RCP to maintain a record of placement. Required to be completed and submitted to the coordinator prior to internship start (due to signature flow)

OWF Intern Development Plan



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Introduction

The Intern Development Plan (IDP) documents the specific tasks associated with each internship, as well as goals for the recovering Service member related to their internship experience. Within two weeks of the internship start date, the recovering Service member and the organization supervisor will record tasks, projects, trainings, certifications, etc., to be accomplished, and will identify development areas that will add the greatest value and help accomplish the recovering Service member's goals. Goals should be both realistic and challenging.

After 120 days from the start of the internship, a progress review will be conducted. At the end of the internship, a record of the Service member's achievements during their time with the organization must be created, agreed upon, and signed by the recovering Service member and the his or her internship supervisor.

Some possible questions/points of discussion to assist the Service member and supervisor in creating the Intern Development Plan include:

- What are the recovering Service member's career and/or educationgoals?
- How can the internship help to accomplish those goals?
- What length of time does the recovering Service member expect to be in the internship?
- What trainings, certifications, and skills can be achieved during the internship?
- What are the organization's expectations?

Some recommendations for recovering Service members to successfully complete their IDP:

- To check progress toward your goals, request feedback from others. This will help you
 develop bullets for your efficiency report as well as your resume.
- To ensure your continued progress, block at least 15 minutes each week to review the IDP. This small amount of time each week will make reviewing the IDP a part of your routine and dailydiscipline.
- To avoid obstacles that may keep you from your development priorities, discuss them with
 your supervisor and Recovery Team (transition coordinator, nurse case manager,
 occupational therapist, etc.) to find ways to overcome them.

Some helpful hints for supervisors working with recovering Service member interns to develop an IDP include:

- Suggest ways the recovering Service member can develop or maintain skills and where to focus
 efforts.
- Share knowledge about the organization's culture, your personal experiences in working for the organization, recommended trainings, and contacts. Help the recovering Service member to establish a network.
- Provide guidance on ways to accomplish tasks and ensure the recovering Service member has any equipment or resources necessary to accomplish the work to be done.

- Used to specify tasks and goals during the internship. Completed within 2 weeks of internship start by the agency with the RSM
- In progress development plan review conducted by agency with RSM at 120 days
- Should be used as the basis for monthly and end of internship reviews. A copy should be provided to the Coordinator once completed at the 2 week and 120 day mark

Agency Exit Interview

Operation Warfighter - Exit Interview for Federal Agencies

Overview

The purpose of this form is to collect feedback on the performance of the intern you were supervising and to better understand your experience with Operation Warfighter (OWF). Your feedback will help us improve the program for curre and future participants.

Part A - Demographic Information

*1. Region

- Great Plains / Rocky Mountains: MN, ND, SD, NB, KS, CO, NM, UT
- Mid-Atlantic: Southern VA, NC, SC
- Mid-West: MI, IN, KY, TN, WI, IL, IA, MO
- C National Capital Region (NCR): MD, DC, Central and Northern VA, WV
- Northeast: ME, NH, VT, MA, RI, CT, NY, NJ, PA, OH
- O Northwest: WY, MT, ID, WA, OR, Northern CA
- C South Central: AR, OK, Northern to Central TX
- South: AL, MS, LA, Central to Southern TX
- C Southeast: GA, FL
- Southwest: AZ, NV, Central and Southern CA

*2. Reviewer Information Name Agency / Sub-Agency City, State Phone Email *3. Intern Information Name Rank *4. Installation Other (please specify)



- To be completed by the agency upon conclusion of the internship
- Used by agency to provide feedback to the OWF program concerning a RSMs internship performance
- Allows OWF program to identify trends and rectify issues within the program

Education and Employment Initiative (E2I)



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Goals and Objectives

• E2I operates with the goal of engaging RSMs early in their recovery process to identify the skills they have, career opportunities that match those skills, and any additional skills they will need to be successful and participate in desired educational and/or employment opportunities.

Education and Employment

- E2I Regional Coordinators (RC's) work with the RSMs to determine education requirements for desired career path. These educational requirements may include formal degree programs or training, certification and licensing programs.
- RC's build relationships by developing partnerships with federal and private organizations across different industries. These partnerships are essential for identifying career matching opportunities for transitioning RSMs.

Advantages of E2I



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Recovering Service members are connected with education and employment opportunities for a successful transition from military to civilian life

Program Highlights:

- Over 2,000 Vet-ready private sector employers and education providers
- Strengthen job readiness by connecting RSMs to the necessary resources to prepare for career transition
- VR&E and DOL support; education and/or employment opportunities



E2I and NAVSEA's Norfolk Naval Shipyard (NNSY) Command University Lean Six Sigma Green Belt training at Portsmouth Naval Hospital. Twenty-one recovering Service members were introduced to the world of business process improvement, making these transitioning Warriors more competitive for their transitions into the 21st century workforce.



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OWF/E2I Federal Internship and Employment Virtual Fair ~ Quarterly

- Last Virtual Fair was held nationally on May 20, 2021
- Upcoming In-Person Fairs at Walter Reed and Fort Belvoir in the Fall-TBD



E2I/OWF Regional Coordinators **REGION 5 (South Central)** William May, E2I mayw@magellanfederal.com 682-216-5896 Joint Base Lewis McChord, WA

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Fort Drum, NY Alexandria.VA ·MD OH DC VA (NCR) ☆ Fort Carson, CO Camp Fort Campbell, KY Lejeune, NC Fort Bragg, NC Fort Hood,TX Naval Medical Center San Diego, CA -Fort Stewart, GA **REGION 8 (Great Plains/Rocky Mt.)** Fort Benning, GA Joint Base AK PR San Antonio, TX 🍆 HI **REGION 10 (Southwest)** Christopher Graham, E2I grahamc@magellanfederal.com 951-240-1858

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= Location of Regional Coordinators

= Region Number

(#)

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REGION 1 (Northeast) Luis Figueroa, E2I/OWF

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Social Media Platforms



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 Warrior Care

 Warrior Care: https://www.warriorcare.dodlive.mil

 FB: https://www.facebook.com/WarriorCare

 Twitter: https://twitter.com/WarriorCare

 IG: https://www.instagram.com/wariorcarephotos

 Youtube: https://www.youtube.com/user/WarriorCare

 Flickr: https://www.flickr.com/photos/warriorcarephotos

 OWF: https://www.linkedin.com/company/department-of-defense-recovery-coordination-program-operation-warfighter

National Resource Directory (NRD)

NRD: https://www.nrd.gov

FB: https://www.facebook.com/NationalResourceDirectory

Twitter: https://twitter.com/NRDgov

Linkedin: https://www.linkedin.com/in/nationalresourcedirectory/

Recovery Coordination Program Contacts

- Ms. Sandra Mason, Director, Recovery Coordination Program Defense Health Agency, Clinical Support Division
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- (1) Mr. Jonathan Morris, Director of Business Program Requirements
- jonathan.a.morris12.civ@mail.mil
- 703-604-5637

<u>Education and Employment Initiative (E2I) and Operation Warfighter (OWF)</u>

Mr. Phillip Thornton (PT), E2I/OWF Program Lead, Contractor

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Thank You

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