

## **YELLOW RIBBON REINTEGRATION PROGRAM INFORMATION PAPER**

### **VISION**

To prepare Service Members, and those closest to them, for deployment and successful reintegration on their return home by providing job placement information, counseling, and benefits available to them through various agencies and non-profit organizations within the state and nation-wide.

### **MISSION**

To prepare, sustain, and reintegrate Servicemembers and their support network by incorporating the Yellow Ribbon Reintegration Program throughout each phase of the deployment cycle. To provide continued support to commanders by assisting units in facilitating events at commercial venues or armories and to allow Service Members and their supporters to take full advantage of the programs and health services provided. Work with unit leadership by providing resources in order to gauge their Soldiers on preparation for a deployment, as well as reintegration from a contingency theater of operation.

### **HISTORY AND PURPOSE**

The National Guard, under the direction of Congress and the National Guard Bureau, has created a comprehensive program to help military families who have loved ones who are deploying. The National Defense Authorization Act of 2008, section 582 directs the implementation and staffing of a “Yellow Ribbon Reintegration Program” in every state, as a “one-stop shop” for services, training, and resources to help both Servicemembers and their families through the entire deployment process, from the initial alert to re-deployment and beyond.

#### **Pre-Deployment Phase (Year 1 and 2)**

Pre-deployment Yellow Ribbon events educate the families, units and Servicemembers on resources, and expectations during the deployment. A typical Pre-Deployment Yellow Ribbon event is one day over a drill weekend. Representatives from State Family Programs Office, Chaplains, TRICARE, Veterans Affairs/Veterans Centers, Military OneSource, MET Life, Family Readiness Programs, Child and Youth Programs and others are available to help with paperwork, answer questions and assist the unit and families with preparation for the upcoming deployment.

#### **During Deployment Phase (Year 3)**

This one day event is held during deployment to give families a chance to get together and have access to various agencies such as those mentioned above to assist with pay issues, legal issues, education and health benefits and much more, to assist them with any issues or problems they might be facing.

#### **Post-Deployment Phase (Year 4, 5, and 6)**

**Year 4** is the first post-deployment event, conducted 30 days after the unit’s return from deployment. It is usually held at a hotel or non-military facility, and includes Freedom Salute Ceremony and awards presentations. Servicemembers and their families are connected with assistance for overcoming challenges of reintegration back into civilian life.

**Year 5** is held 60 days after deployment for Servicemembers and their families, usually at a hotel or non-military facility. This event continues outreach to Servicemembers and their families regarding post-deployment reintegration.

**Year 6** is the final event, held 90 days after return, and is for Soldiers only to conduct Post Deployment Health Reassessment and Reintegration Unit Risk Inventory. This gives Servicemembers the opportunity to receive care and document injuries or ailments that occurred during deployment.

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### Behavioral Health Liaison (BHL) Program Information Paper

The Military Department's Behavioral Health Liaison (BHL) Program was established in 2009 with Proposition 63 funds. This funding provides for two licensed therapists who are assigned to Northern and Southern California regions, respectively, and one agency coordinator. These personnel ensure that appropriate mental health information is available for all California National Guard (CNG) members returning from a military deployment, and they provide training to county and other mental health agencies throughout California. We have also augmented our BHL Program with two additional licensed clinicians to cover the Camp Roberts and San Diego area, which was established with grant funding through the Speaker of the Assembly's Office.

Our BHL teams regularly coordinate directly with county veteran service officers (VSOs). We receive support from VSOs in nearly every county through the California Department of Veterans Affairs and from veteran support professionals from academic and private sectors. The BHL Program has also established complementary relationships with mental health departments statewide and collaborative efforts continue to be positive and robust in addressing the needs of CNG Servicemembers for routine and crisis behavioral health events. They now also function as potential behavioral health initial responders for any state emergencies.

In regards to outreach efforts, our BHL teams are available to deploying CNG members and their families during Soldier Readiness Processing prior to overseas deployments and at Welcome Home events when the unit returns. The BHL Program supports Yellow Ribbon events and are available to command and leadership personnel of returning CNG units. The BHL Program also provides support to the State Surgeon's Office during post-deployment activities. This BHL team support continues during all phases of a Guard member's career, and most critically, when they are not eligible for federal or Veterans Administration support. This would include a CNG member who has never federally deployed.

As our CNG members require specific attention from trained and credentialed professionals, we carefully select academic and community-based organizations to partner with for delivery of behavioral health support. The University of Southern California (USC) and the University of California at Los Angeles (UCLA) both collaborate on programs for CNG members. Specifically, with USC's School of Social Work, an amazing network of services is available, such as decompression, resiliency training, and employment services. At UCLA, in collaboration with the Los Angeles County Department of Mental Health, we have helped expand the Navy-sponsored *Family FOCUS Program* to include CNG members and their families. Additionally, the Military Department led an initiative with the Walter Reed Army Institute of Research to bring empirical science to validate our programs. As a result, the Institute has completed pre-deployment personnel surveys of 12 CNG military units that deployed in 2012 and these Soldiers will be tracked until 90 days after they return home.

The Military Department's BHL Program today is a comprehensive program that supports the behavioral health needs of our CNG members. Unlike other states, our BHL Program has proven outreach capability, embedded clinicians, peer-to-peer training and an array of supported programs. Our staff is also working with the University of California at San Diego, the United States Veterans Administration, and Walter Reed Army Institute of Research on new Post-Traumatic Stress Disorder/Traumatic Brain Injury diagnostic tools. Additional deployments and the recognized long-term effects of past missions will require ongoing resources to care for CNG members; some effects are readily apparent, while others will be revealed as time passes. In regards to any program shortfalls, adding additional licensed clinicians for enhanced geographical coverage remains our first priority.

The following baseline BHL Program information captures data from the 2012 calendar year and reflects an increase in contacts due to a surge in CNG Servicemembers deploying:

- Number of Contacts with Servicemembers from Jan-Nov 2012: 6,971
- Number of Referrals to County Mental Health Departments and other support agencies: 1,137
- Categories of Intervention:
  - Suicide Ideation
  - Suicide Attempts
  - Relationships
  - Domestic Violence
  - Substance Abuse
  - General Mental Health
  - Family
  - Financial
  - Stress
  - Referral
- Behavioral Health Problems Encountered:
  - Top four issues CNG members sought assistance for were:  
Financial concerns, Stress, General Mental Health, and Suicidal Ideation
- Number and Type of Trainings Provided to County Mental Health Departments and support agencies:
  - Conducted Outreach Efforts: 55 Counties
  - Total of Attendees at Training/Outreach Events: 3,397

The BHL Program continues to receive invaluable help through many state volunteers who dedicate their time to assist our state's combat veterans. Without this network of volunteers, our BHL teams could not help nearly as many CNG members in need.

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### Work for Warriors Program Information Paper

The Work for Warriors Program (WFW) was established in 2012 with funding appropriated in the Department's 2012-13 state budget. The mission of the WFW program is to reduce unemployment in the California National Guard (CNG) by 25%. State funding provides for the following personnel: one *Program Manager*, two *Applicant Coordinators*, one *Information Technology Specialist*, and one *Business Coordinator*. In addition, the Department augmented the WFW program with an existing State Active Duty position.

WFW directly places unemployed CNG members into jobs. Businesses contact the WFW Business Coordinator and provides details on job openings. The Applicant Coordinators identify unemployed CNG candidates that meet the specific job requirements. The WFW staff then guides the unemployed CNG member all the way through the hiring process (resume preparation, interview, and employment acceptance). The attached enclosure includes the many businesses and business partners we are working with to place Guard members into the civilian workforce.

The WFW program also focuses on reducing the high unemployment rates of CNG units returning from deployments overseas. CNG units returning from deployments have recently reported having 50% civilian unemployment rates. Federal programs that assist deployed reservists do not begin until 180 days after the service member returns to California. To close this gap, the WFW staff contacts the units while they are still overseas and prepares them for reintegration into the civilian workforce. Once the unit is back in the United States, the WFW staff provides the unit with program information at their federal demobilization site, often located in another state, and begins setting up job interviews for deployed service members. This process has been extremely successful in placing Soldiers and Airmen in jobs immediately upon their return, thereby reducing the high unemployment rates of our returning CNG units.

With regard to the program's outreach efforts, our staff uses the existing CNG chain of command to ensure unemployed service members are made aware of the WFW program. The Department is also using social media and web services to get information to service members. Leveraging this no-cost method of communication has allowed the WFW team to push information quickly to mobile devices and computers and place members into jobs as quickly as 24 hours from receiving a job opening.

The WFW program has shown to be very effective in placing unemployed CNG members. The program is remarkably cost effective compared to federal standards and represents significant savings to the government when factoring in unemployment compensation costs. Successful federal veterans' employment initiatives typically have a total cost of over \$10,000 per veteran placed. The Department's WFW program has a total cost of \$1,500 per placement.

The following WFW program information incorporates data from the program's inception on March 29, 2012 through the 2012 calendar year:

- Number of Servicemembers Directly Asking for Employment Support: 1,912
- Number of Resumes Completed: 739
- Number of Resumes Submitted for Interviews: 640
- Number of Servicemembers Placed into Jobs: 322
- Number of Companies Providing Jobs to Fill: 84

The WFW program has helped hundreds of California's Guard members find employment so they can support their families and contribute to their communities.

# BUSINESS/COMMUNITY PARTNERS

BUSINESSES		ORGANIZATIONS
California Conservation Corps	Washington Mutual	Los Angeles Southwest College
CEMCO	Comcast	Bridgepoint/Ashford University
CINTAS	EnCore Composite Structures, Inc	Calsaga
CR England	Healthcare Inspirations	The Patriots Group
Dollar General	JP Morgan & Chase	California Building Material Dealers Association
Ecolab	LWF Home Care Specialists	Ward Economic Development Corp
G4S	Redmond Transportation	Today's Fresh Charter School
GMS Industrail Supply	Sleep Train	Federal Bureau Of Prisons
Granite Construction	The Press-Enterprise	California Southern University
Horizon Coachline	Wyle Aerospace Group	San Fernando Chambers of Commerce
LB Construction	Strategic Contract Solutions	U.S. Fish and Wildlife Service
Mission Security & Patrol	UC Berkley (National Laboratory)	Platinum Training
NALCO CAL Water	Warner Brothers	JVS Los Angeles
Ordway Sign Supply	Strategic Contract Solutions	Universtity of Southern California
Orton's Equipment Company, Inc	LA Film School	Agricultural Warriors
Panda Express	Stanisluas County Sherrifs	Laborers International Union of North America
Pelican Products	PHT Solution	Swords for Plowshares
Pride Industries	Car Max	Teamsters
Reel Security	Broker Home Services	California Bankers Assocation
RePower	Black Diamond Security Group Inc.	
Safeway	EGT Enterprise Inc.	
SAIC	JBS USA, LLC	
Securitas	Glendale Builders	
Security Industry Specialists	The Grace Homes	
Solar City	Integral Senior Living, LLC	
The Madison Club	Fraser Financial Group, MassMutual	
Universal Limousine	St. Paul's Senior Homes and Services	
USPFO	Intel	
V Force	Primerica	
Volt	Oliveira Environmental Consulting	
Cisco	Haldeman Inc.	
Aston Marketing Group	Jiffy Lube	
AlliedBarton Security Services	Dolce Hayes Mansion	
Culver Careers	ABF Freight System Inc.	
Edward Jones	LWF Home Care Specialists Inc	
Pacific Gas and Electric	Execushield, Inc.	
Aramark Uniform Services	Unleash Solar	
Thyssenkrupp	Frazier Aviation, Inc.	
Culver Careers	New York Life	
Golden State Overnight	ARMOR MINI STORAGE	
Tetra Tech	Brightspear Enterprises	
Wiley Equipment Company	EBMUD	
Northwestern Mutual	Gordon Biersh	

**Attention Soldiers and Airmen!**

**Are you ready to take your military training and experience to your civilian life?**

The California Military Department, through the Office of State Policy & Liaison, has been working diligently with other State Departments and the California State Legislature to help you transfer your military credit into civilian licenses. The following are state programs that are currently being initiated to help you turn your military experience into civilian licenses. For further information, please contact State Policy and Liaison at (916) 854-3705.

**Commercial Driver's Licenses Driving Test Waiver:**

**Do you operate heavy vehicles?** The passage of Assembly Bill 2659 in 2012 authorized the Department of Motor Vehicles to waive the driving test portion of the commercial driver's license examination for Servicemembers who are currently licensed with the United States Armed Forces, possess the necessary driving experience and have a driving record compatible with regulations passed by the Federal Motor Carrier Safety Administration. Servicemembers still must pass a written exam. Implementation regulations are currently being written. The Department of Motor Vehicles estimates that this program should be in effect in July 2013.

**Contractors State Licensing Board - Veterans Application Assistance Program:**

**Are you in engineering, construction and/or trade fields?** The Contractors State Licensing Board currently accepts military credit towards state licensure but would like accelerate their process. Recently the Veterans Application Assistance Program was launched to expedite the licensing of military personnel. This program offers priority services to military applicants by evaluating transferable military experience and training, as well as education. This program is currently in effect - for more information please check out the Contractors State Licensing Board website at <http://www.cslb.ca.gov/applicants/veterans/> for more details.

**Bureau of Security and Investigative Services - Work for Warriors Guard Card Training Program:**

**Are you interested in being a security guard?** This program will aid all California National Guard members in obtaining their Guard Card certification at no cost. The Bureau of Security and Investigative Services, in partnership with the California National Guard Work for Warriors Program, is streamlining the Guard Card certification process. Through their innovative collaboration efforts, the Bureau of Security and Investigative Services will recognize the California National Guard Work for Warriors Program as certified trainers for the Guard Card class.

Current regulations establish that a security guard must have in their possession a valid security guard registration before working as a security guard. Basic requirements include that the guard must be at least 18 years old, undergo a criminal history background check through the California Department of Justice and the Federal Bureau of Investigation, and complete a 40-hour course of required training.

The training and exam may be administered by any private patrol operator or by a certified training facility. Additional information regarding security guard requirements can be found here at [http://www.bsis.ca.gov/forms\\_pubs/guard\\_fact.shtml](http://www.bsis.ca.gov/forms_pubs/guard_fact.shtml).

The Work for Warriors Guard Card training program will commence in early 2013. Trainers in both Southern and Northern California will conduct quarterly classes that will include the no-cost, one-day certification class, life scan and on-the-spot onsite interviews with prospective employers.

This program will benefit all California National Guard members seeking employment in the security fields. In addition, this program will enhance security capabilities across the state, particularly in counties hard-hit by budget cutbacks that have been forced to contract out security services from policemen to private security firms.

Information regarding upcoming class dates and registration information can be found on the Work for Warriors website in January 2013  
<http://www.calguard.ca.gov/EIP/Pages/Default1.aspx>.

### **California Department of Public Health:**

**Are you in the military medical field?** The California Department of Public Health currently accepts military experience towards some, but not all, of their licensing programs. The California Military Department is working in collaboration with the California Department of Public Health, the Governor's Interagency Council on Veterans and other interagency partners to ensure that your military medical training is properly understood and maximum credit towards credentialing is accepted.

In addition, there is a pending program being coordinated by Assemblymember Blumenfield's with the University of California, Los Angeles that would expedite training for military medical personnel towards higher educational goals. Stay tuned for more information on this innovative effort!

### **Peace Officer Standards and Training:**

**Are you part of the Military Police?** In the future, Military Police personnel will be recognized by the State of California as Peace Officers transferred from another state. At present, the Military Police school is working in conjunction with the State of Missouri to receive accreditation. Following the implementation of this accreditation, Military Police soldiers will be acknowledged by the State of California as out-of-state applicants thus receiving credit for the Regular Basic Course.