2025 NORTH CAROLINA DEFENSE SUMMIT SPOUSE RESILIENCE



















Macro and Micro Impact of Force Re-structuring

Chad Sydnor, Senior Vice President, Cassidy Associates

Honorable Charles Gaylor, IV., Mayor, City of Goldsboro, North Carolina



Jack Veit, Craven County Manager

Moderator: Commissioner Etteinne "ET" Mitchell













Effective Advocacy at the Federal, State and Local Levels - Allies for Cherry Point Tomorrow (ACT)

Honorable William L. Lewis Jr., Mayor, City of Havelock, North Carolina

COL Brenden Burk, USMC, Commanding Officer, MCAS Cherry Point

CAPT Randy Berti, USN, Commanding Officer, Fleet Readiness Center East

Daniel Sheehan, Strategic Government Affairs

Moderator: Marc Finlayson, ACT Executive Director











Workforce Development Priorities during Force Restructuring

CAPT Carrie Hasbrouck, USN-Ret, NC4ME

Dr. Gary Boucher, Vice President for Development, Craven Community College

Trey Goodson, NC East Alliance



Brandi Bragg, NENC Career Pathways

MODERATOR: CAPT Keith Wheeler, USN-Ret, Executive Director, Office of National Security and Industry Initiatives, ECU

Maritime Industrial Base

The MIB program was formed to address critical needs in naval shipbuilding and restore America's shipbuilding and repair capacity.

The MIB three main priorities:

- 1. Advanced Technology
- 2. Supply Chain Optimization
- 3. Workforce Development



Presidential EXECUTIVE ORDER: RESTORING AMERICA'S MARITIME DOMINANCE (Signed: 9APR2025)

ADVANCED TECHNOLOGY

Driving innovation, efficiency and scale by integrating and deploying advanced technologies such as additive manufacturing, non-destructive testing, and Industry 4.0 solutions. These cutting-edge advancements reinvigorate industrial processes, increase production capability and expand capacity.

SUPPLY CHAIN OPTIMIZATION

With a network spanning all 50 states, we reinvigorate the backbone of manufacturing by fortifying the supply base to scale and innovate. Through targeted investments, strategic partnerships, and data-informed decision making, we work with suppliers to enhance capacity, refine processes and adopt cutting-edge technologies ensuring resilience, economic competitiveness, and the capability to meet evolving production demands.

NC Sub Industrial Base Purchase Order Total: \$358,067,155

District	Region	SIB Suppliers	PO Value	PO Value Rank
9	CENTRAL	3	254,238,642	1
8	WEST	3	34,675,472	2
14	WEST	10	24,217,455	3
5	WEST	2	10,676,927	4
1	EAST	9	9,811,717	5
6	CENTRAL	3	9,196,515	6
2	CENTRAL	9	6,878,219	7
10	WEST	4	3,900,654	8
3	EAST	1	2,378,597	9
13	CENTRAL	2	2,071,333	10
7	EAST	2	9,414	11
12	WEST	2	6,304	12
11	WEST	1	5,901	13
4	CENTRAL	0	0	14





: 44 / \$88M **2021**: 49 / \$104M **2025:** 51 / \$358M

: 42 / \$67M : 50 / \$128M

: 36 / \$68M : 49 / \$126M

WEST Region Districts

5 - Southern Fasteners & Supply, Inc.- Winston Salem

- 5 US Hazmat Rentals Boone
- 10 Special Metals Welding Prod. Co Newton
- 10 Supply Trust Technologies Winston Salem
- 10 Compaero Inc. Mooresville
- 10 The Tharpe Company, Inc. Statesville
- 11 Equilibar, LLC Fletcher
- 12 Polymershapes Holdings, Inc. Charlotte
- 12 Trane U.S., Inc. Davidson
- 8 Operating & Maint Specialties, Inc Indian Trail
- 8 Machine Tool Components LLC Indian Trail
- 8 Circor Pump N. America, LLC Monroe
- 14 Compass Group USA Inc. Charlotte
- 14 Conner Brothers Machine Co, Inc.- Bessemer City
- 14 Energysolutions Services, Inc Charlotte
- 14 Flightsafety International Inc. Charlotte
- 14 Hays Fluid Controls Dallas
- 14 Hyde Park Partners, Inc. Charlotte
- 14 LEAD Technologies, Inc. Charlotte
- 14 Romac Industries, Inc. Dallas
- 14 Steelfab, Inc. Charlotte
- 14 Zapata Group, Inc Charlotte

2025 North Carolina Submarine Suppliers

CENTRAL Region Districts				
2 - Air Systems Components, Inc				
2 - Blake Equipment, LLC -				
2 - CM-Matrix Corporation - Raleigh				
2 - Flowserve US, Inc Raleigh				
2 - PFM Hosting, Inc - Raleigh				
2 - SaS Institute, Inc Cary				
2 - Scientific Services Inc Cary				
2 - Vishay Measurements Group, Inc Wendell				
2 - Wake Industrial, LLC - Cary				
δ - Purolator Facet, Inc Greensboro				
S - Saf-Gard Safety Shoe Co				
6 - Tiger Controls Inc., LLC - Greensboro				
e - Government Contracting Resources, Inc				
- Laboratory Corp. Of America - Burlington				
9 - Riley Power Group, LLC - Pinehurst				
13 - Lord Corporation - Cary				
13 - Structural Coatings Hertford, LLC - Clayton				



EAST Region Districts			
1 - Engine Systems, Inc Rocky Mount			
1 - Arc3 Gases - Dunn			
1 - Nucor Steel Hertford County - Winton			
1 - Carolina Fluid Components LLC - Charlotte			
1 - Carver Machine Works, Inc Washington			
1 - Hoffer Flow Controls, Inc Elizabeth City			
1 - Just Dirt Consulting LLC - Hertford			
1 - UFP Structural Packaging, LLC - Franklinton			
1 - PCB Piezotronics of NC, Inc Halifax			
3 - Dubose National Energy Svcs, Inc - Clinton			
7 - Global Test Supply, LLC - Wilmington			
7 - QRP Incorporated - Leland			
2025 Purchase Order Totals:			

2025 Purch	<u>nase Order Totals</u>
CENTRAL :	\$272,384,709
WEST:	\$73,482,713
EAST:	\$12,199,728
TOTAL:	\$358,067,155

Workforce Development Path(s)

WORKFORCE DEVELOPMENT

Cultivating a highly skilled workforce by attracting and recruiting new talent through targeted national and regional initiatives, developing and scaling training programs, and creating career pathways that enhance capacity within the defense industrial base.



Presidential EXECUTIVE **ORDER:** Preparing Americans for High-Paying Skilled Trade Jobs of the Future (Signed: 23APR2025)



Career Paths

- 1 Additive Manufacturing (Printing parts)
- 2 CNC Machining (Shaping material w/tech)
- 3 Quality Assurance (Inspectors)
- 4 Non-Destructive Testing (Validating quality)
- 5 Welding (Create bonds / connecting parts)



NEED TO HIRE

250,000 people over next 10 years!!



NC Governor EXECUTIVE **ORDER** #11: Strengthen Workforce & Apprenticeships (Signed: 25MAR2025)

NC Community Colleges (sample) w/ Welding Programs:

- College of the Albemarle Coastal Carolina CC **
- Martin CC
- Alamance CC
- Brunswick CC
- Fayetteville Tech CC **
- Craven CC - Wayne CC ** (** - Military Bases)

Workforce Development Military Initiatives

CRAVEN

COMMUNITY COLLEGE

Dr. Gery Boucher VP for Development

Workforce Connector BRANDI BRAGG







WAVESOFOPPORTUNITYNC.COM

NC East Alliance | STEM East Network





nceast.org









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Military Housing Best Practice Panel

BrigGen Ralph Rizzo, Commander MCIE/MCBCL

Mila Rizzo, Senior Active-Duty Military Spouse

Mary Anderson, Director, Camp Lejeune Family Housing

MODERATOR: Colonel (Ret) David Myers, Chairman, NCMAC BSC





On average, military families move to a new duty station every 2-3 years. It is a difficult task and requires detailed planning. Each move comes with the challenge of adopting to a new environment, culture, schools, CDCs, and finding a home that is either on base or off. Options are to either find housing on base or look to find affordable housing to rent or purchase off base. OPTIONS:

1. House hunting leave if able: Tour Area, Base housing, contact Housing office, try to meet with units FRO, XO, SgtMaj or 1st Sgt

2. Off Base housing: Renting vs purchasing: Find a Military Friendly real estate agent. Find a home a reasonable distance to the base, schools, CDCs, shopping and health centers.

3. Spouse conducts move while the military rep stays to finish out tour of duty.

4. Best practice on how to purchase:1. Work with a military friendly real estate agent. 2. Get the most out of virtual visits 3. Have someone visit the property in person if able. 4. Get proxy paperwork prepared.

REFERENCES: Militaryonesource.mil Blog-brigade.militaryonesource.mil



When searching for a new home at your next duty station, a military spouse should prioritize research early utilizing military specific housing plateforms such as Homes.mil. Also connect with local spouse groups on social media, consider proximity to the base if off base and on base amenities.

Keys to success for a military spouse finding a new duty station home:

Plan a pre-move visit to the next duty station if possible, in order to visit the base and off base area and potential off base neighborhoods

Early research and planning as soon as your family receives PCS orders. Utilize on line plateforms such as Military By Owner and Homes.mil

Connect with the local military spouse groups.

Utilize the relocation Assistance Program

Contact a local military friendly real estate agent familiar with the base and the military community.

Try to speak with the command FRO and senior spouse command leader if possible.

Be flexible and adaptable.

Be prepared to move ahead of the military member in order to establish the home and get the kids into school.



Military families often have only a short period to plan a next move to their new duty station and find a home, move and get the kids into school.

<u>4 Keys to success for a military spouse when searching for a new home</u>

1.Learn as much as you can about on base and off base neighborhoods to include area guides on PCS grades as well as utilize Base Guides on Military.Com.

2. Find a home off base utilizing a military friendly real estate agent and if on base housing is available you should work through the base Family Housing Office as soon as possible.

3. Research schools off base and on Base if it is a east coast duty station with DOD schools.

4. Research off bases services such as electric, gas and internet

Finally, utilize the internet Facebook sites for spouse information related to you new duty station

ACTION:







Got Orders, what's next?

- Google the installation/area
- What's important at your next/first duty station?
 - Schools/daycare
 - Housing
 - On base vs off base
 - Buy vs rent
 - Proximity to work
 - Spouse employment
- How will I get there?
 - DMO
 - Vehicles
- Know your resources
 - Military Housing Office
 - Inbound Command POC
 - Marine Corps Sponsorship Program/Unit Sponsorship
 - Social Media
 - USMC PCS Moving Assistance

Helpful websites:

Military OneSource <u>https://www.militaryonesource.mil/</u>

MCCS https://www.usmc-mccs.org/





Military Housing Office: Who are they and how can they help?

- Installation Military Housing Offices offer housing support services for active-duty military in receipt of Basic Allowance for Housing (BAH).
- Off Base Referral Support
 - Rental Partnership Program
 - Homes.mil
 - Community relationships and partnerships
- On Base Support





What Is the Military Housing Privatization Initiative?

- Congress enacted the Military Housing Privatization Initiative (MHPI) in 1996 to address the shortfalls within military housing across all Military Services
- PPV housing is an arrangement identifying the Department of the Navy (DoN) as the non-managing member of each LLC, and the public business partner as the managing members of the LLC.
 - Long term ground leases (50 years)
 - Construct, renovate, demolition, maintain and operate
- PPV partner is responsible for the day-to-day operations and management of residents residing in the homes just like private sector rental property managers.
- Marine Corps and other Military Services' responsibilities are oversight, monitoring, serving as a liaison, and advocate for the military residents.





Who can live in Military Housing?

- Occupancy is the primary financial driver for a PPV Project.
- Tenant Waterfall* categorizes and prioritizes who is eligible to reside in base housing.
- Tenant Waterfall categories examples are but not limited to:
 - Active Duty Service members and their dependents (Priority #1)
 - Active Duty Reservist and their dependents
 - Active Duty Military Bachelors (in receipt of BAH)
 - Qualified selective reserve unactive ready reserve or Title 32 (National Guard)
 - Department of Defense civilians
 - Military Retirees
 - Government Contractors
 - Unaffiliated Civilians

^{*} Tenant waterfall is specific to each Installation's PPV operating agreement

MHO Services and Responsibilities

Installation Commander: Brigadier General Ralph Rizzo Installation Housing Director: Liza Anderson

The MHO is here to assist you with:



Advocacy on your behalf with the PPV Partner



Home referral services for offbase housing



Assistance during move-in, move-out, and other inspections performed by PPV Partner at resident's request

Housing questions and concerns



Applications for service members seeking referrals to live in family housing



Fair Housing Act concerns or complaints



MHO contact for next duty station



Assistance in the dispute resolution process

Tenant Bill of Rights

In 2020, laws were passed to assure PPV military residents' basic rights. MHO will provide residents with a full <u>Tenant Bill of Rights</u> for review





Reasonable advance notice of any entrance to the home

Advice from military legal assistance on resolving disputes

maintenance history

Renters' Insurance Overview

PPV Partner will require you to obtain renters' insurance. If you are unable to provide documentation, the Partner reserves the right to penalize you through additional charges
Renters' Insurance is <u>NOT</u> part of the rent you pay to the PPV Partner & does not come out of your BAH

What is renters' insurance?

Renters' insurance is a policy which protects your personal property & you from personal lability:

- Check what policy covers, terms & conditions vary by provider.
- Average renters' insurance policy costs between \$15 to \$30 per month.
- Widely accessible & may be available through your car insurance company. Ask about discounts & bundling options.
- Don't waive the liability coverage! Typical policies offer \$100,000 in liability coverage.



Renters' insurance will reimburse you for personal property destroyed by a fire. If you accidentally set fire to someone else's property, the personal liability provision will help reimburse the cost of their damaged belongings

Damage to your possessions from a burst water pipe is typically covered under renters' insurance



Renters' insurance typically protects items stolen after a break-in at your rental property, or even items stolen outside of your rental



Personal liability coverage is part of a standard renters' insurance policy. It may help pay for another person's medical bills if you're found legally responsible for their injuries

For more information on renters' insurance, ask your MHO for a copy of the **Tenant Guide to Renters' Insurance**.







NC Defense Summit "Spouse Resilience" 2025 - SPONSORS









PREMIER MARKETING" NC4MEF DIFIER OF MILITARY EMPLOYMENT





















"K-12 Education"



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K-12 Education "Best Practice" Panel

Howard Lattimore, NC Department of Public Instruction

Julie Fulton Marine, Corps Community Services

Heather Winstead, Wayne County Public Schools

MODERATOR: Jamie Livengood, NC Military Affairs Commission





BEST PRACTICE: NCDPI has made a collaborative effort to share information about the designation and value of supporting military-connected students.

The Purple Star Award Designation is awarded to schools demonstrating military-friendly practices across a wide discipline of events. The program has had significant growth since it's 2019 inception.

2019/2020 - 10 Traditional Districts, 4 Charter Schools, 132 Awarded Schools 2020/2021 - 12 Traditional Districts, 5 Charter Schools, 288 Awarded Schools 2021/2022 - 15 Traditional Districts, 6 Charter Schools, 301 Awarded Schools 2022/2023 - 17 Traditional Districts, 9 Charter Schools, 336 Awarded Schools 2023/2024 - 31 Traditional Districts, 12 Charter Schools, 453 Awarded Schools

<u>ACTION:</u> Utilize all forms of communication and tailor support to the needs of the districts. <u>POC:</u> Howard Lattimore, <u>howard.lattimore@dpi.nc.gov</u>, (984) 236- 2000



NC-DPI PURPLE STAR DESTINATION INITIATIVE




Overview & Purpose:

- ★ The North Carolina Department of Public Instruction launched the Purple Star Award Designation in 2019, making the 2024-2025 its 6th year.
- ★ The award designation is for schools that demonstrate military-friendly practices and a commitment to military students and families.
- ★ The award's components require schools to build their knowledge and skills to support military-connected students.
- ★ ALL public and Charter schools, regardless of the number of military-connected students may apply for this annual recognition



Banner, Certificate, Trophy, Plaque:

- ★ First time awardees will receive a banner and the 2025 numbers.
- ★ Recertification awardees will receive the 2025 numbers for their pre-existing banner from 2024, 2023, 2022, 2021, or 2020.
- ★ Purple Star Districts will receive the trophy.
- ★ Districts with select Purple Star Schools will receive a certificate.
- ★ The Purple Star Designation will be added to the school report card.
- ★ Districts and Charter Schools with consecutive awards will receive the Legacy Plaque.











Annually:

- ★ Have a District & School POC
- ★ Conduct a School Professional Development.
- ★ Display Awareness of MIC3
- ★ Have an Active Resource Website
- ★ Conduct a School Activity
- ★ Maintain a Transition Program



2020-2025:

- ★ Have a District & School POC
- ★ Conduct a School Professional Development.
- ★ Display Awareness of MIC3
- ★ Have an Active Resource Website
- ★ Conduct a School Activity
- ★ Maintain a Transition Program



2019-2020 10 Traditional Districts 4 Charter Schools 132 Total Awarded Schools	2021-2022 15 Traditional Districts 6 Charter Schools 301 Total Awarded Schoo	2023-2024 26 Traditiona 9 Charter Sch 394 Total Aw	
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2020-2021 12 Traditional D 5 Charter Schoo 288 Total Award	Districts 9 Cha Dis 336 T	2 023 aditional Districts rter Schools otal Awarded Schools	2024-2025 31 Traditional Districts 12 Charter Schools 453 Total Awarded Schools

North Carolina Department of PUBLIC INSTRUCTION





Howard Lattimore State Military Consultant howard.lattimore@dpi.nc.gov



Best Practice

Supporting Education Options for Military Families

Description:

- 1. Homeschool support:
 - Homeschool 101 trainings, AI for Homeschool Administrators
 - Homeschool FB
 - Homeschool Co-op MOU
 - Homeschool Park Days
- 2. Private School support:
 - Outreach
 - Parent information sheets
 - Train the Trainer model for military groups
 - Purple Star equivalent
- 3. Public School support:
 - Military Family Life Counselor Collaboration
 - School Liaison/Military Liaison Counselor Alliance
 - Purple Star support, Adopt-a-School programs
- 4. DoDEA support:
 - Wrap around childcare pilot

Action:

Contact the Camp Lejeune-New River School Liaisons for additional information or documents to share these practices with other military installations.

References/Web links: www.facebook.com/camplejeunenewriverhomeschoolers;">www.facebook.com/camplejeunenewriverhomeschoolers; https://MCCSLejeune-NewRiver.org./marine-family-support/education/k-12-schoolliaison

POC: Julie Fulton, 910-449-9915, julie.fulton@usmc.mil Organization: USMC School Liaison Program

NORTH CAROLINA K-12 STUDENT ENROLLMENT BY SCHOOL TYPE (2023-24) APPROXIMATE ENROLLMENT



Education Options for Military Families



Homeschool



Private School



Public School





- Military Point of Contact Training: District and School Level Military POC training provided annually. School Liaison and Military Liaison's conduct the training. Military installation briefings are provided by service members and subject matter experts. Purple Star "train the trainer" is also provided.
- Student Transition Programs: Student transition programs are a Purple Star requirement. Schools with student transition programs benefit military connected students, as well as all students. Programs such as Anchored 4 Life, Student2Student, and school based ambassadors or buddy programs are examples of best practice.

POC: Heather Winstead, District Military Liaison, Wayne County Public Schools, <u>heatherwinstead@wcps.org</u> (919)705-6159





North Carolina Defense Summit "Spouse Resilience" 2025

"Childcare"



NCDS 250428

North Carolina Defense Summit "Spouse Resilience" 2025





Military Childcare "Best Practice" Panel

Honorable Rachel Hunt, NC Lieutenant Governor

COL Garth Burnett, Commander, MCAS New River

Lorie Pugh, NC Department of Health and Human Services

Ariel Ford, Childcare Aware



MODERATOR: COL (Ret) Kelly Jackson, NC Military Affairs Commission

Coordinated active shooter and reunification exercise



<u>Best Practice:</u> Converted underutilized Administrative building into a CDC. Coordinated active shooter and reunification exercise.

Background

- Child Development Centers (CDCs) are in short supply and there is a need for additional centers on every installation in the state.
- Conducted a review of all buildings in the installation to assess the best utilization of space.
- Found an Admin building that could be better utilized as a CDC.
- Hardening Child Development Centers (CDCs) began in 2022 over concern physical security designs were not keeping pace with modern K-12 schools.
- Active Shooter and reunification exercise conducted
- Multiple Agency Coordination necessary
- Running a real- world exercise is the only way to deconfliction policies differing agencies

Action: Encourage all Base Commanders to look for reconversion opportunities and conduct multiagency safety exercises.

POC: COL Garth Burnett, garth.burnett@usmc.mil, (910) 449-6307



CDC Active Shooter & Family Reunification



5/1/2025



MCCYN-PLUS Provides fee assistance to reduce the out-of-pocket expense of community childcare for eligible military families when on-installation childcare is unavailable.

Expands quality childcare options for military families by providing access to quality off-base childcare programs and reducing the cost of care.

Quality is embedded in N.C.'s 1-5 star-rated licensing system:

- Programs rated 3-stars or higher are eligible.
- 67 percent of N.C. programs have earned a 4- or 5- star license.

Gives eligible childcare programs the opportunity to increase their income and grow their businesses by including military families.

<u>ACTION:</u> Encourage families and licensed NC Early Care and Learning programs to participate and promote awareness of this initiative.

POC: Lorie Pugh, DCDEE, Lorie.Pugh@dhhs.nc.gov, (919) 814-6444

Child Care Aware®, msp@usa.childcareaware.org, 1(800) 424-2246



Build, galvanize and advocate for a national network of CCR&Rs that build the supply and quality of childcare, grow the childcare workforce and help families and businesses solve their childcare challenges.

- Provide expertise and direct services to military families to meet their childcare needs.
- Produce data and research that drives effective practice and policy.
- Spur policy makers and communities to act and build solutions.

Action: Educate NC Military Installations and community facilities about benefit

POC: Ariel Ford, ariel.ford@usa.childcareaware.org (828) 215-3867



CCAOA Military Programs

CHILDCAREAWARE.ORG

We help military families **find and afford** quality child care that meets their needs.

We **recruit and support child care providers** and match them with eligible military families.

We support military families who have **children with special needs** with in-home respite child care providers so they can have temporary relief from their primary caregiving duties.

We use our research, policy expertise, and real-world experience serving military families to **make America child care stronger** for the military and all families and young children.

Fee Assistance

Who:

- Eligible families in Army and Air Force/Marine Corps/Space Force.
- **25,000+** families served in 2024

What:

- Subsidies paid to community-based child care programs for eligible military families to offset the cost of community based child care when on-base child care is not available.
- **18,000** providers enrolled/**8,500** currently serving military families

How:

• Families first apply for child care assistance through militarychildcare.com. If eligible for off-base care, families are navigated to CCAoA to apply for fee assistance and select a DoD approved provider. Providers are paid monthly by CCAoA at a rate by approved by DoD.

Enhanced Referrals to Quality Child Care Options

Who:

- Army and Air Force/Marine Corps/Space Force families with off post child care needs (also offered to Navy families on a case-by-case basis as determined by NAVY CYP).
- **2,300+** families served in 2024

What:

• One-on-one assistance to families who are have trouble locating a qualified child care provider. This service is available to families when they first enroll in fee assistance or during child care transitions.

How:

• Enhanced referrals include conducting vacancy searches, contacting providers on behalf of the family to assess availability and providing families with more in-depth information about child care providers.

Customer Support

Who:

• Army and Air Force/Marine Corps/Space Force families, participating and nonparticipating child care providers.

What:

• General questions about eligibility, application completion and status, payments, etc.

How:

• Phone and email support by trained parent and provider services staff.



MilitaryChildCare.com Help Desk

JOINT APPLICATION SUITE (JAS)

Who:

• Army, Navy, Air Force/Marine Corps/Space Force families.

What:

• General questions about eligibility, website navigation, application completion, password resets.

How:

• Phone and email support by trained Help Desk staff.



Exceptional Family Member (EFM) Respite Care

Who:

- Navy, Air Force (beginning March 25)
- nearly **1,600** served in 2024

What:

• In-home respite child care for military families who have children with special needs so they can have temporary relief from their primary caregiving duties.

How:

- Families apply for respite care through militarychildcare.com. If determined eligible, Navy and Airforce families are navigated to CCAoA to apply to receive between 20-32 hours commensurate with their DoD designated level of need, at no cost to each family.
- CCAoA recruits, screens, trains, monitors, and, in some cases, directly employs respite care providers who are matched with families through a referral process to ensure family choice.
- **950+** respite providers active in 2024







North Carolina Defense Summit "Spouse Resilience" 2025

"Healthcare"



NCDS 250428

North Carolina Defense Summit "Spouse Resilience" 2025





Military Healthcare "Best Practice" Panel

Robin Kelleher, Hope for the Warriors

Liz McCoy, Hope for the Warriors

Debra Rhodes, Stephen A. Cohen Military Family Clinic

Kayreen Gucciardo, Department of Health and Human Services



MODERATOR: Howard Lattimore, NC Department of Public Instruction

Mental Health Programs/ Total Health/ Community Engagement

Hope has supported the total force by delivering mission-critical support to military families, bridging the gaps where military infrastructure ends, and family needs begin.

- STABILITY We provide financial support, career guidance, and scholarships to help veteran and their families build a solid foundation
- STRENGTH Our programs promote physical recovery and emotional resilience through adaptive sports and personalized mental health support
- COMMUNITY We foster connection and empowerment through peer support networks and lifechanging initiatives for veterans

<u>ACTION:</u> Share HOPE's services to support timely, trauma-informed care POC: Robin Kelleher, rkelleher@hopeforthewarriors.org (910) 546-1050

Strengthening Military Families Together A Collaborative Approach to Resilience and Readiness



NORTH CAROLINA MILITARY AFFAIRS COMMISSION APRIL 28-30, 2025





Resilience: The strength and adaptability required to navigate frequent relocations, career disruptions, and family challenges while maintaining personal, educational, and professional growth.



STABILITY





STRENGTH

Our programs promote physical recovery and emotional resilience through adaptive sports and personalized mental health support.



COMMUNITY

We foster connection and empowerment through peer support networks and lifechanging initiatives for veterans.



PROUDLY SERVING MILITARY FAMILIES FOR 18+ YEARS





Our Footprint:

40% of all staff are in NC 3 Locations: Military Family Clinic Jacksonville Office HOPE Military Lounge at

the Jacksonville Airport

Military Population Served:

70%: Service members orVeterans30%: Spouses or familymembers

% Served by Branch:

39% Army/Reserve34% Marine Corps/Reserve7% Other/Navy/Reserve





HOPE has supported the total force by delivering mission-critical support to military families, bridging the gaps where military infrastructure ends, and family needs begin.

Our Joint Opportunity: By working together across installations, schools, community partners, and nonprofit providers, we can eliminate barriers to timely healthcare, address behavioral health needs earlier, and ensure every military family has access to the right support at the right time. When we align efforts, we don't just fill gaps, we build stronger, healthier families who are truly ready to thrive.

Behind every service member is a family that serves too





Overcoming Roadblocks to Build Stronger Families and a Stronger Force



- Post-PCS Healthcare Delays: Families face long wait times for TRICARE care after moving, especially in the critical first 6 months.
- Childcare as a Healthcare Barrier: Lack of affordable childcare prevents access to physical and mental healthcare for spouses and children.
- School Gaps = Behavioral Health Gaps: Schools may miss deployment-related stress; delayed enrollment blocks access to counselors and stabilizing activities.
- Emotional Strain on Children: Repeated deployments cause stress in children, often surfacing as behavioral health needs later.
- Spouse Employment Limits Healthcare Access: Unemployment affects housing, finances, and access to out-of-pocket mental health services.
- Temporary Housing = Delayed Services: Lack of a permanent address delays school, childcare, and access to health-related programs.



Strengthening Connections to Support Military Families

- Collaborate with installation leaders, schools, and CDCs to improve behavioral health access.
- Provide educator trainings on deployment-related stress and warning signs.
- Share HOPE's services to support timely, trauma-informed care.
- Establish simple referral pathways so concerns are flagged early.
- Empower educators to see stress as context, not misbehavior.







<u>Description</u>: NCServes is a statewide network of organizations based in NC, delivering coordination center services and provider engagement with the goal of providing "best in class service for service members, veterans and their families."

- NCServes- Metrolina coordinated by Veterans Bridge Home
- NCServes Central Carolina coordinated by USO of NC
- NCServes Coastal coordinated by Eastern Carolina Human Services Agency
- NCServes Western coordinated by Veterans Cervices of the Carolinas

NCServes is available for all SMVF and is supported by NC DHHS. This platform joined forces with NCCare360, to provide the most robust and well-rounded community and provider network

possible, enabling our SMVF community the opportunity to have better access to resources.

<u>Action:</u> Ensure all SMVF are educated/ aware about NCServes and the resources available. References/Web links: <u>https://nccare360.org/ncserves/</u> POC: Tim Driscoll, ABCCM, tim.driscoll@abccm.org

NC State Consumer and Family Advisory Committee (CFAC)



Description: The NC State CFAC advises the Department and the General Assembly on the planning and management of the state's public mental health, intellectual and developmental disabilities, substance use disorder (DMHDDSUS) and traumatic brain injuries services system. These key areas are interwoven into SMVF mental and physical functional areas.

- DMHDDSUS Director provides regular report on committee recommendations, including those pertaining to SMVF initiatives.
- SFACF meetings are open to the public and interested parties are encouraged to attend and hear updates on key issues.
- This is an opportunity to ensure consumer and family voices help shape policies and services statewide.
- *Supports the development of consumer services by identifying needs and gaps in services and promoting services that are effective and meet high quality standards.
- Action: Encourage and make SMVF and other consumers aware of this venue for advocating.
- References/Web links: <u>https://www.ncdhhs.gov/divisions/mental-health-developmental-</u>
- disabilities-and-substance-use-services/councils-and-committees/state-consumer-and-familyadvisory-committee
- POC: Customer Services & community Rights, <u>ceande.staff@dhhs.nc.gov</u>, (984) 236-5300




North Carolina Defense Summit "Spouse Resilience" 2025

"Higher Education"



NCDS 250428

North Carolina Defense Summit "Spouse Resilience" 2025







Higher Education Best Practice Panel

Dr. Raymond Staats, President - Craven Community College

Dr. Mitchell Seal, Associate Vice Chancellor, Military Academic & Support Services, Fayetteville State University

Dr. Stanley Wearden, President - Methodist University

Sherrita Ried, LCHMC NCARNG ESS

MODERATOR: Bradley Wrenn, Program Manager for Military-Affiliated Student Success - UNC System Office

Spouse Resilience – Higher Education Best Practices DR. RAY STAATS – CRAVEN COMMUNITY COLLEGE





Craven Community College is Veteran <u>Ready</u>

PURPOSE-DRIVEN TEACHING AND LEARNING

- Spouse Resilience in Higher Ed is personal
 - Five schools over 22 years for associate degree
 - A.S. credits did not fully transfer to North Carolina for baccalaureate
- Campus located @ MCAS Cherry Point Main Gate
 - In-state tuition for members and families
 - Service member & family scholarships
- Veteran/Family Best Practices
 - Active duty: Resilient Workforce Credentials
 - Post-Service: Resilient Military-to-Civilian Workforce Transitions





Resilient Workforce Credentials

PURPOSE-DRIVEN TEACHING AND LEARNING

- Service member & family scholarships
 - In-state tuition for members and families
 - ACT mission now includes higher-ed advocacy
- Mobile & Stackable Credentials
 - Laddered Programs
 - Health Programs
 - Volt Center Industry Credentials
 - * Credit for Prior Learning *
 - * General Occupational Technology AAS *
- Flexible Course Options
 - Seated/on-line/hybrid/hyflex; synchronous/asynchronous learning
 - * "Accelerate In 8" and "cohorting" *







Resilient Military-to-Civilian Workforce Transitions

PURPOSE-DRIVEN TEACHING AND LEARNING

- Institute for Aeronautical Technology
- NC State Mechanical/Electrical Engineering
- Mixed Aviation Trades course
- DoD SkillBridge
- Volt Center
- Small Business Center
 - "Boots to Business"
 - SBC Generator



AFRONAUTICAL TECHNOLO

Community Engagement – Sustained Relationships





Lt. Colonel, USAF (ret)

President



PURPOSE-DRIVEN TEACHING AND LEARNING FOR CRAVEN COUNTY

CravenCC.edu | 252-638-7200

FSU: Lifting All Students, Elevating Those Who Serve (Including Spouses)



Dr. Mitch Seal, EdD, MEd-IT, BSN, AS, RN

Assoc. Vice Chancellor Fayetteville State University CDR, NC, USN (ret) Sr. Academic Advisor OUSD(PR)







FSU = 33.8% Military-Affiliated

≈ 50% Active/Veteran

≈ 50% Affiliated (family)

≈ 10% Spouses



↑ Access ↑ Retention ↑ Completion
↑ Employment & Wages



Ellucian Student Financial Success Suite

- **Student Forms**
- Campus Communicator
- Workflow
- Analytics & Reporting

- F & T Yield:
- Before 17%
- After 30%

Methodist University Best Practice: Online Programs

Description:

- Online Programs help fit the demands of military schedules and training
- Offer affordable, fully online programs to veterans, their spouses and children, as well as active-duty service members
- Top 5 Programs
 - BS in Advanced Paramedicine
 - BS in Psychology
 - BS in Business Administration
 - BS in Computer Information Technology
 - > BS in Exercise and Sport Science



Online Programs, Continued

Action:

- Lower tuition rates for military-affiliated students
- Military friendly when deployed
- Study in a flexible, online format
- Choose a career-focused program
- Take courses either part-time or full-time
- Transfer up to 93 undergraduate credits or nine graduate credits
- Each course is 8 weeks long



Methodist University Awards

- Military Friendly School (Gold) 2024-2025
- Best Social Work Schools for Active Duty Military and Veterans in
 North Carolina
- Best Social Work Schools for Military Spouses in North Carolina

References/ Web links: Online Degrees for Veterans | Methodist University Online

Online degree programs for military spouses - Military social work









Best Practice: On Campus Veterans Center

Description:

- Provides a space for community, relaxation, or quiet study area
- Dedicated support staff on campus 55 years of combined service experience
- Plans, coordinates, and promotes student activities
- Promotes a continued military bond for our students with diverse

backgrounds, ages, and services



On Campus Veterans Center, Continued

Action:

- Assist with VA educational benefits
- Open House events on main campus / Fort Bragg Military Education Center
- Hosts Student Veterans of America and Chi Delta Chi monthly meetings
- Focused workshops with Academic Advising and Student Accounts to support the specific needs of our MU students
- Green Zone training for faculty and staff
- President hosts Veterans' Day breakfast and attend their events



Best Practice: Relationship with Local Installation

Description: Presidential Relations with the local Installations are very important

Action:

- President attends military events on post as well as in the community
- Connect with military leaders and families at all levels to enhance the strong relationship with Fort Bragg
- President is a member of the local Military Affairs Council (MAC), helping to better connect with our military through events, education and outreach
- Dedicated military support staff at Fort Bragg

POC: Rocio Serna, Coordinator of Military & Veteran Services, <u>rserna@methodist.edu</u>, 910-480-8476





Best Practice : Maximizing Education Benefits

- Understand and Combine Available Benefits: Service members and dependents should become familiar with all available programs, such as Federal Tuition Assistance (FTA), the GI Bill (Chapter 30, 33, or 1606), MyCAA (for eligible spouses), and state-specific programs. When eligible, carefully plan how to combine or sequence these benefits for maximum long-term value.
- Plan Early with an Education Counselor: Schedule a session with an Army Education Services Specialist or VA School Certifying Official early in the education journey to develop a personalized education plan, verify eligibility, and ensure timely completion of necessary documentation such as TA requests or VA education forms.
- Choose Accredited, Military-Friendly Institutions: Select schools that participate in the DoD Tuition Assistance program and are VA-approved. Look for institutions that offer flexible scheduling, military credit transfer, and reduced tuition or scholarships specifically for military- affiliated students.

References/ Web Links: VA.gov Home | Veterans Affairs, Home | Federal Student Aid

POC: Sherrita Ried, LCHMC NCARNG ESS, sherrita.l.ried.civ@army.mil, (984) 661-5108

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North Carolina Defense Summit "Spouse Resilience" 2025

"Employment & Financial Resilience"



NCDS 250428

North Carolina Defense Summit "Spouse Resilience" 2025





Employment & Financial Resilience Panel

BG (R) Mike Meese, President Armed Forces Mutual (Sponsor)

Col Todd Walker, 4th Mission Group, Seymour Johnson, AFB

Katelyn Nixon, NC4ME, Active-Duty Spouse

Gisselle Hassan Curnutt, ACP

Kaycee Denny, Active-Duty Spouse

MODERATOR: Lynn Kinney, NC4ME



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Panel 6: Finances Best Practice



BEST PRACTICE — Financial Readiness within the military community

DESCRIPTION — To empower military spouses to achieve financial security during and after military service, **Armed Forces Mutual** has developed a series of resources from trust partners that **NCMAC Members** can use. These focus on three main areas:

Financial Education:

Through **Armed Forces Mutual**, dedicated resources to provide trusted financial education

Career Exploration:

Through **ACP**, information on new career exploration, unique skill exploitation, and professional development opportunities.

Community Resources:

Through **NC4ME**, locations of partner organizations to aid families in establishing a supportive community.



ACTION — Armed Forces Mutual Financial Readiness Resources Integrate These Key Areas:

- 1) Foundations to Financial Success: Basic understanding of finances, investing and protecting one's family.
 - a. Budgeting
 - b. Investing
 - c. Protecting
- 2) <u>Transition Readiness:</u> Timeline and checklist to prepare for financial changes after service.
- 3) <u>Military Survivor Preparation:</u> Understanding what happens financially if/when a service member passes away.
- Key Decisions You Need to Make Before Retirement or Separation: Critical choices to ensure financial stability in retirement.

Through these focus areas, Armed Forces Mutual has established best practices for supporting military spouses and the broader military community.



Foundation to Financial Success



Protecting — How will you protect your loved ones, insurance, SGLI/VGLI, SBP, Long Term Care

Savings and Investing — Understand your TSP, Spousal IRA, IRA vs 401K, financial planning

Budgeting — Understand basic budgeting strategies, credit, debts, military vs civilian pay, VA benefits, tax implications, after service, TRICARE

FINANCIAL INDEPENDENCE



Use the Right Financial Tools at the Right Time



Military Transition Timeline

Ensuring that a military transition from service goes smooth starts with understanding what you will lose and how you will replace it.

Prepare 24-12 months before service.



Survivor Assistance and Education

Understanding the implications of entitlements and benefits once a service member has passed away.

What will my loved one get and what do they need to prepare for?





7 Financial Decisions for Transitioning Military Families

Understand the seven financial decisions you and your family need to understand before leaving military service.

- 1. Survivor Benefit Plan (if retiring)
- 2. Insurance to Replace SGLI
- 3. VA Disability Determination
- 4. TRICARE (Medical Coverage), Medicare and TRICARE for Life
- 5. FEDVIP (Dental and Vision Coverage)
- 6. Financial Independence: TSP, IRAs, Spousal IRA, 401k, Long Term Care, College Funding, Secure 2.0, etc., etc.
- 7. Social Security Retirement Benefits

Connect With Us





Use the Right Financial Tools at the Right Time





SPOUSE BEST PRACTICE SUBMISSION – NC4ME



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SUBMITTER'S NAME	Katelyn Nixon	ORGANIZATION	NC4ME	
EMAIL	KNixon@NC4ME.org	PHONE	903-276-8167	
BEST PRACTICE CATEGORY	Community Connections			
PURPOSE OF BEST PRACTICE	Implement quarterly seminar to share local resources with spouses after they arrive to post so they know how they can be supported during their time at the installation.			
BACKGROUND	As we build a virtual 'welcome basket' for spouses around installations throughout the state, what if there was an optional in-processing brief/resource fair just for spouses set quarterly? It could be filled with resources on all categories we are focusing on in this campaign. That way there is a physical event welcoming spouses to the area and people to connect with. It's also a way for new spouses to meet each other.			
RECOMMENDATIONS	 Held at a neutral and not intimidating location Have activities for kids or an area for kids to play while spouses connect with resources Marketing through both ACS and at unit levels for a grassroot approach Have veteran owned businesses there for coffee & snacks resources in all categories represented 			
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Why have an ACP Mentor?

Since the launch of the Active-Duty Spouse Program in 2018, ACP has paired more than 2100 Military Spouses with Mentors for a year-long, customized, one-on-one mentorship.



Spouse Application





FIVE & THRIVE



LOCAL EDITION: WICHITA FALLS & SHEPPARD AIR FORCE BASE

THR

A LOCAL GUIDE FOR OUR SHEPPARD AFB MILITARY-CONNECTED CREATED BY THE WICHITA FALLS CHAMBER OF COMMER DEPARTME

IVE & THRIVE

AIR NATIONAL GUARD EDITION

AN EDUCATIONAL AND INSPIRATION FOR TODAY'S AIR NATIONAL GUART

Why Financial Readiness Matters



Respondents who reported that they have **less than \$500** in an emergency savings fund, or **no fund at all**:

22.3% Currently serving families

18.5% Military retiree families

38.4% Veteran families







Employment - Building a Job Search Timeline Checklist

Best Practice: Guide military spouses in structuring their job search with a timeline.

- 6 months out: Focus on networking and growing LinkedIn presence.
- **5 months out:** Research industries and local salary expectations
- 4 months out: Prepare and tailor resumes for job applications.
- **3 months out:** Identify job titles and companies; set up job alerts.
- 2 months out: Begin applying and practicing interview skills.

By implementing these best practices, military spouses and transitioning service members can better access resources, develop professional networks, and navigate employment opportunities successfully.

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"SURVEY"



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CLOSING



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