

Installation Training & Economic Opportunities

BEST PRACTICE: Provide solutions that impact operational forces training & readiness as well as increases economy for host communities

1. **Background:** NC Installations/Garrison commands are faced with rapidly changing effects that effect their ability to provide necessary training areas on/off base such as environmental mandates, encroachment, funding uncertainty and local area economy.
2. **Discussion:** “Best Practice” solutions address the challenges on and off our NC installations/Garrison commands to provide the operational forces the necessary airspace, land and sea space necessary to meet the changes in equipment and force structure.
3. **Possible Solutions:**
 - a. Global TransPark (GTP) provides localized aircraft training, facilities for maintenance and economics value for the community,
 - b. Localized MOA airspace over SFAFB reduces time of flight to and from warning areas.
 - c. Increasing economic value to the local area & host communities through moderation of the facilities to meet the requirement of the NexGen fighter aircraft, ships, restructure

ACTION: Continue use this panel discussion for future NCDS summits

POC: David C. Myers: Col USMC(Ret.), NCMAC, david.myersret@gmail.com, 336.343.0062

Global Trans Park: Training and Economic Opportunities



BEST PRACTICE: Global TransPark

- a. Topic: Global Trans Park (GTP) as off base/installation facility for aviation training, maintenance and education.**
- b. Discussion: Global Trans Park (GTP) is an airport facility located in Kinston NC. It has a runway that is 11,500ft long, a state-of-the-art command center to track the assigned charter service any where around the globe, an assigned privately owned fighter aircraft squadron that provides Aggressor Air and Air to Ground support to Air Force, Navy and Marine units all along the east coast. In addition, the airport facility has a 6-mile buffer surrounding the airport which prevents any unwanted encroachment as well as plenty of space to grow future maintenance and aviation facilities as well as an excellent off station military training facility**
- c. Best Practice: GTP is a prime example of a facility that can be used to help train, increase our aviation readiness, advance our maintenance facility and educate our future aviation aircrew and maintainers.**

ACTION: Explore future training opportunities that also provide economic outcomes

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FRC (E) Preparing Workforce in Middle School



BEST PRACTICE: FRC (E) Building future aviation maintenance personnel

- a. Topic:** FRC (E) concept for building future civilian and military aviation maintenance personnel
- b. Discussion:** Fleet Replacement Center (East) known as FRC (E) is a Navy command located aboard MCAS Cherry Point, NC that conducts depot level maintenance for all our Naval and Marine Corps aircraft. As the air station continues to grown so does the requirement to provide depot level maintenance to assigned aircraft which requires more personnel to be trained on these advanced systems. Much like college sports that begin to recruit middle and High school athletes, FRC (E) is also looking at a program that has the same concept to develop and recruit middle school students for a future in military and civilian aircraft maintenance after graduation from high school. This concept will provide much needed personnel for the future and economic value to the region as well as a solid job and salary for those students
- c. Best Practice:** Continue to advance the concept of beginning an aviation education syllabus in the middle schools that will advance their education and training for future employment in the military and civilian aviation fields

ACTION: Continue to provide aviation education at middle school level

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Childcare Off-Base for Active-Duty Military (MCCYN)



BEST PRACTICE: Military Childcare in Your Neighborhood-Plus (MCCYN) program

1. MCCYN-Plus Program allows families to receive quality care in locations where nationally accredited care is not available

<https://www.childcareaware.org/fee-assistancerespite/feeassistancerespiteproviders/feeassistance/>

2. Seymour Johnson, 5 accredited facilities in MCCYN-Plus with an additional 34 (3*or higher)

3. The program pays subsidies directly to qualified facilities to offset childcare costs

4. Military families pay the facility in accordance with their installation fee rate based on total family income. The remaining cost is then subsidized by the DoD.

5. MCCYN started in Oct 2021. DoD expanded program to 10 states.

ACTION: Educate NC Military Installations and community facilities about benefit

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BEST PRACTICE: Licensing homes off-base to provide flexible care

- 1. Licensing off-base homes: decrease workload of state licensing office, expedite licensing of homes in proximity to installations, more stringent certification (state vs. DoD)**
- 2. Homes equipped by installations, increase options of nights/weekend/shift care to meet the mission, increase employment options for local community, and incentive pay for homes licensed by military installations**
- 3. States with established legislation appointing military installation authority to license off-base homes: Alaska, Oklahoma, New Mexico, Arkansas, and Montana**

ACTION: Establish procedure and protocol to execute NC Statute legislation (110-106.2) appointing military installations authority to license off-base homes to provide child-care.

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BEST PRACTICE: Offer a comprehensive behavioral health (BH) model that blends consultation, collaboration, and integration of BH care to meet the needs of Army/DoD Children & Families in support of the Patient Centered Medical Home model of care.

The Child And Family Behavioral Health System consists of four components:

- 1. BH consultation to PCMH & time limited, evidence-based treatment in collaboration with PCM.**
- 2. School Behavioral Health (SBH) in schools based with military families.**
- 3. Community Outreach at large installations to collaborate with on-post and local community agencies that serve Army Children and Families.**
- 4. Virtual health resources to provide regional teleconsultation support for PCMs and BH providers, particularly for sites with limited local BH resources.**

ACTION: Create Partnership with on-post and community agencies to identify needs

POC: Dr. John Lesica, Womack Army Medical Center

Behavioral Health: Capabilities and Services

11 Integrated Behavioral Health Programs Centered on the Patient in Support of Health and Readiness

FAMILIES



1* BH in Patient Centered Medical Home (PCMH)

- Integrates BH providers within primary care clinics that deliver care to Active Duty Family members in order to screen and treat common BH problems.

2* Child & Family BH System (CAFBHS)

- BH services to support military children, their families, and the Army community using school based care, tele-consultation and direct care services.

3* Family Advocacy Program (FAP)

- Provides domestic and child abuse prevention, education, prompt reporting, investigation, intervention and treatment.

➤ The BHSOC operates as a single BH system that supports Army Readiness by promoting health, identifying BH issues early in the course of the illness, delivering evidence-based treatment, and monitoring efficiency and effectiveness through transparent metrics.

➤ Substance Use Disorder Clinical Care is integrated in 6 of 11 programs (EBH, Medical Homes, MultiID, IOP, RTF, and IBH).

Referral to MTF Behavioral Health Services/ IOPs/RTFs

11 * Support of TBI (BH-TBI)

10 * Connect Care

- Provides care management for Soldiers and FMs referred to civilian inpatient facilities to ensure high quality and coordinated BH care.

SOLDIERS



1* BH in Soldier Centered Medical Home (SCMH)

- Integrates BH providers within primary care clinics that deliver care to Active Duty Soldiers in order to screen and treat common BH problems.



4* Embedded Behavioral Health (EBH)

- Provides multidisciplinary, community behavioral healthcare to Soldiers in close proximity to their units and in coordination with their unit leaders.



5* Multi-Disciplinary Behavioral Health Services (MultiID)

- Provides general and sub-specialty BH services to Soldiers and Families through prevention, advocacy and treatment.



6* Intensive Outpatient Programs (IOP)

- Treats patients presenting with substance use disorder and/or BH problems utilizing a multi-week intensive outpatient treatment strategy.



7* Inpatient Behavioral Health Services

- Provides inpatient BH services to treat acute BH crises to enable rapid symptom resolution and safe transfer of care to outpatient settings.



8* Residential Treatment Facilities (RTF)

- Provides an interdisciplinary program in a 24-hour, live-in, multi-week setting targeting substance use disorders and other chronic conditions.

9* Tele-Behavioral Health: Transmitting BH Clinical Capability Virtually

BHDP Tracks patient outcomes, patient satisfaction, and risk factors via web application

BEST PRACTICE: Relationship between Cape Fear Valley Medical Center and Ft. Liberty to identify needs of the Military members living in the community.

1. Cape Fear Valley Medical Center established a state-of-the-art 12 bed inpatient psychiatric facility in June 2022, designed to provide help during periods of acutely exacerbated psychiatric illness. The Facility was instantly successful. The following was noted:
 - a. The mental health needs of children and adolescents continues to escalate with Emergency department visits for children and adolescents in psychiatric crisis averaging 80% of emergency room pediatric bed occupancy.
 - b. In October of 2023, modifications to staffing and unit allow permanent opening of 16 beds. This will allow for more rapid transition through E.D. into the treatment environment.
2. DHHS has recognized the need for additional beds—we have received additional grant funding to build an additional 12-bed unit at Central Harnett Hospital, with a projected opening date in December of 2025.

ACTION: Create Partnership with on-post and community agencies to identify needs

POC: John Biggers, jbigg3@capefearvalley.com 910-615-3715

BEST PRACTICE: Leverage partnerships between military and state capabilities.

1. Transitioning technical solutions into defense operational units is difficult.
 - a. Gaining access to the operational force (e.g. base restrictions, clearances)
 - b. Maintaining continuity with the operational force (transition of personnel)
 - c. Operational tempo
 - d. Programs are established to assist in bridging the disconnect.
2. Opportunities
 - a. Improve quality of life
 - b. Military Spouse Employment
 - c. Robotics
 - d. Partnering with Industry and Community
 - e. Partnering with NC-DOT and DPW
3. **ACTION: Utilize existing programs.**
 - a. Catalyst Pathfinder b. NC Military Business Center c. NC Military affairs Commission
 - d. Establish relationships with key centers, projects, etc. on NC Military Bases:
 - (1) Fort Liberty Innovation Outpost (2) Airborne Innovation Lab
 - (3) 82nd ABN Div Experimentation Team

UNC System DoD Partnerships



ACTIVITIES	OUTCOMES	DOD PARTNERS	
<ul style="list-style-type: none"> • \$40-60 M/yr DOD sponsored • SME access • Engineering design projects • Prototype development • Internships at military commands • Military fellowships at UNC • Tailored degree, certificate, exec education programs 	<ul style="list-style-type: none"> • Innovation • Patents • Spin-outs • Prototypes • Fielded solutions • Talent pipeline • Cost savings 		USASOC
			JSOC
			NC NG
			NSA
			ARL/ARO
			XVIII ABC
			AFWERX

BEST PRACTICE: Leverage federal & state investments to support warfighters

- 1. DoD is #2 federal agency funder of academic research (entire U.S.) and US Government supports 2/3 of UNC System research. Much of this research has military applications.**
- 2. NC can leverage federal investments at NC universities in areas of defense related research (ex: CHIPS Act funding for microelectronics research)**
- 3. Engage in Army Pathfinder program. UNC System universities, Duke U., and FTCC are partnering with Army Research Lab, CMI2, and NC based units (XVIII / 82 Airborne, Army Reserves, SOF) in Soldier-led innovation.**
- 4. Engage students via internships, capstone/design projects. Students are very creative. Involving them in projects and internships develops novel solutions and NC's defense sector workforce.**

ACTION: Leverage federal & state investments to support warfighters

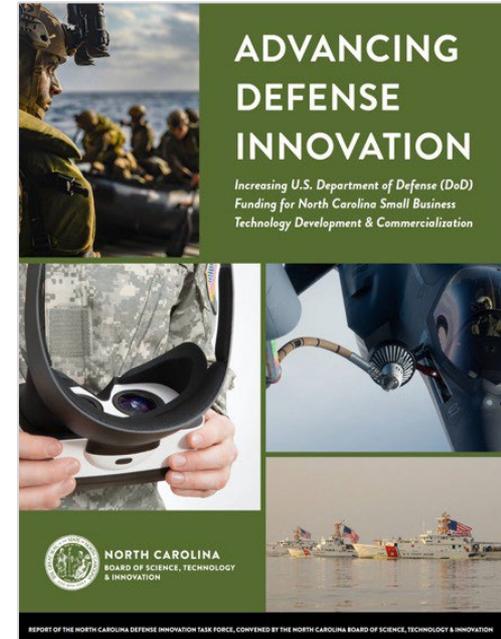
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NC Defense Research Priority: UNC System



BEST PRACTICE: Establish defense research as a priority and assign leads

- a. NC needs a sustained, coordinated effort
- b. Aligned with strategic priorities (NCMAC Strategic Plan, UNC System Strategic Plan 2022-2027)
- c. With designated points of contact for all partners (university, military unit, company)
- d. Build upon existing relationships, trusted partners



ACTION: Build research network of university, military and industry

POC: Kathie Sidner, Economic Development & Military Partnerships,
ksidner@northcarolina.edu

BEST PRACTICE: Engage military servicemembers in research process

- 1. Military personnel are key stakeholders in research and development impacting future needs.**
- 2. Academic researchers can benefit by engaging military personnel, for example, soldiers, when conducting research and development so that they can better understand their needs.**
- 3. Military personnel can contribute by offering ideas for innovation that are highly needed on the battleground.**
- 4. Involving the future workforce in research and development to gain skills in engaging stakeholders such as military personnel in technology development is key to future success.**

ACTION: Listen and engage directly with military personnel

POC: Sherine Obare, Dean - Joint School of Nanoscience and Nanoengineering (NC A&T and UNCG); soobare@ncat.uncg.edu; 336-285-2800.

BEST PRACTICE: Offer integrated, comprehensive team-based solutions

1. Many DOD medical research projects are “Investigator Initiated”. While successful research projects frequently contribute to the font of useful medical knowledge, many of them result only in manuscript submissions and perhaps publications.
2. American Servicemembers are expensive to produce, sustain, and maintain. Warfighting Commands require tangible, functional solutions that enable the Warfighter to be more agile, efficient, and effective. Additionally, the DOD is averse to “buying” medical technology that hasn’t first been tried, tested, approved, and commercialized for civilian use.
3. Our team has regular touchpoints with Warfighting Commands and community medical partners, remaining abreast of their current requirements, greatest needs, and most difficult challenges. We then form a team that can produce and provide solutions from initial project inception all the way through dual-use commercialization.

ACTION: Comprehensive Team-Based Solutions

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BEST PRACTICE: Present “Keys to Success” for effective host community communication, coordination and partnerships

1. **Background:** Our NC Installations commands have multiple Counties and municipalities that surround them which requires an effective and engaging dialogue to inform and coordinate local training announcements, special events, and economic matters.
2. **Discussion:** All panel members agreed that one solution does not fit every installation since installations and their surrounding counties and communities vary from the coast to coast. Municipalities and Counties have their own boards and planning and zoning committees. Municipalities do not report to the county they report to the Governor. And many of of installations have multiple counties and municipalities that surround them.
3. **Solutions:**
 - a. Ensure installation is aware of Operations and training events.
 - b. Staff and educate installation CPL office with skills to coordinate and communicate.

ACTION: Continue to include this topic in future NCDS sessions

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Host Community Coordination: Boards and Panels



BEST PRACTICE: Present “Keys to Success” for effective host community communication, coordination and partnerships

a. Topic: NC Installations/Garrison commands have multiple Counties and municipalities that surround them which requires an effective and engaging dialogue to inform and coordinate local training announcements, special events, and economic issues.

b. Discussion: There are many municipalities and counties that surround installations. Some of the more directly connected municipalities such as the City of Havelock, Jacksonville, Goldsboro, and citizens for the preservation of MCAS Cherry Point, have committees made up of their board members, assigned military leadership, as well leadership within the local municipality and county. The overall purpose is to help inform the community about the military, help coordinate information to the communities and advocate for the installation mission, training requirements and the economic value that the installation provides to the communities and region.

c. Best Practice: Continue to advance and support these types of community boards and panels as they help preserve, protect and advance our military installations and the economic value they provide.

ACTION: Consider community boards and panels to inform host-community citizens

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BEST PRACTICES: Positions, Collaborations, Communication, Training

1. Best Practices: a. Full time DPI Military Liaison and six state-funded Military Liaison Counselors (MLC) b. Collaborations - SLO/MLC Alliance, NCMAC QoL, MIC3 Committee c. Staff development for School Personnel on MIC3 d. Teacher licensure flexibility
2. State Legislation or Policy
 - a. MIC3 rules change: Guard & Reserve added to eligible MIC3 participants within state
 - b. HB 605: School Threat Teams-establishes teams to address school safety threats.
 - c. HB 219: Charter School Omnibus Act - allows pre-lottery enrollment of PreK military children, allows out-of-state students when schools have space available.
 - d. HB 574: Fairness in Women's Sports – prohibits biological males from playing competitive girl's sports; provides an avenue for civil suit if girls are harmed by violators.
 - e. SB 49: Parent's Bill of Rights- Requires notification to parents on change of pronouns, eliminates sexual/gender identity education in K-4th grade, wide reaching

ACTION: Advocate calendar flexibility to support transitioning military students

POC: Julie Fulton, School Liaison Officer, Marine Corps Installations East- Marine Corps Base, Camp Lejeune julie.fulton@usmc.mil 910-449-9915

Public School Located On Seymour Johnson AFB



BEST PRACTICE: Use under-utilized DoD military installation space for Public School under a shared-use lease agreement; (21 months from MOU to School).

1. Wayne School of Technical Arts (WSTA) on base, leased SJAFB facility
2. Wayne County Public Schools (WCPS), SJAFB, Board of Education, County
3. WSTA offers a STEM-themed education, providing students the opportunity to earn the AP Capstone Diploma Endorsement and/or industry credentials in a technical arts.
4. Demographics – Goal of 50% military / 50% Wayne County; Application/lottery process
5. School opened in 2022 with 150 students, currently serving approximately 220 students, and will grow to approximately 420 students in year 3 (6-12 grade)
6. Located in former Airman Education Center; Dual use facility
7. Shared use classrooms utilized by WCPS (day) and SJAFB populace (evening)
8. Established under 10 US Code 2667(k), Leases For Education

ACTION: Partner with local public-school districts to improve education outcomes

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Fayetteville State University Meets Market Needs



BEST PRACTICE: Programs responsive to market needs

- 1. Cybersecurity (2023)—3rd among UNC System Schools
(Typical Salary: \$95K)**
- 2. Supply Chain Management and Technology (2024)—3rd among 16 UNC System Schools
(Typical Salary: \$86K)**
- 3. Materials Science and Advanced Manufacturing (2024) —1st among UNC System Schools
(Typical Salary: \$80K)**
- 4. Construction Project Management (2024/25)—5th among UNC System Schools
(Typical Salary: \$76K)**
- 5. Cybersecurity Foundations & Advanced Cybersecurity Certifications**
- 6. Supply Chain Logistics; Data Analysis; Icloud management**

ACTION: Continue to provide military and civilian career pathways

BEST PRACTICE: Partnership with Military

- 1. Campus located @ MCAS Cherry Point Main Gate**
 - a. Former military housing area deeded to College in 2000**
 - b. Institute for Aeronautical Technology (IAT)**
 - c. Ground-based and flight aviation programs (Mechanical Engineering)**
- 2. Comprehensive local pipeline for FRC-East**
 - a. STEM Center & Redd Hall**
 - b. Early College EAST**
 - c. Summer Camps – K12 Faculty and Youth**
 - d. Base Education Office**
 - e. Military Employment Skills Program / Tools for Advanced Manufacturing**

ACTION: Identify and promote programs that support military needs

POC: Dr. Ray Statts, President, Craven Community College,

BEST PRACTICE: NCDPI has made a collaborative effort to share information about the designation and the 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 its 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

ACTION: Utilize all forms of communication and tailor support to the needs of the districts.

POC: Mr. Howard Lattimore, HOWARD.LATTIMORE@DPI.NC.GOV

BEST PRACTICE: Access to high quality, workforce-relevant online programs

- a. Military Affiliated Learners need access to flexible, portable programs, so that they can continue through their programs no matter where they are stationed or deployed.**
- b. Flexibility and portability are equally important to citizen warriors (Guard/Reserve) and all family members who may be in career transition.**
- c. Commitment to providing programs that train people to be successful on the battlefield or on humanitarian missions needs is a focus when supporting military affiliated learners.**
- d. Being in the military is a career and is a workplace – addressing the needs of military affiliated learners holistically is key during both their military and post careers, as well as their families.**
- e. The offerings must be relevant to address workforce and vocational goals, and the needs of workforce partners across industries.**

ACTION: Provide access to online programs that are workforce-relevant

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BEST PRACTICE: Student Centric Approach to Student Services

- 1. Understand military affiliated students from matriculation to graduation.**
- 2. Programs like Green Zone Training provide the cultural exposure to the world of military affiliated learners.**
- 3. Assure and build world class student experience – access, support, and encouragement for all student groups is the pathway to positive equitability for student success.**
- 4. Work closely with the UNC institution partners, to promote all services that support Military Affiliated Learners including deployment policies for those who serve.**
- 5. Strategically partner with veteran service, military service, philanthropic organizations to provide access to student scholarships for Military Affiliated Learners.**

ACTION: Ensure your student advisors & services are versed in the Military Affiliated Persona

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BEST PRACTICE: Provide possible solutions to understand the requirements and capabilities of the military and host community healthcare systems

1. **Background:** The military and civilian Healthcare systems in host-communities directly impact each other, ensuring improved medical resources for regional demographics.
2. **Discussion:** The impact of military bases on the availability of NC healthcare options is poorly understood. Ongoing - and improved - Installation and host-community coordination is required to maximize medical resources that are available.
3. **Solutions:**
 - a. The number of insured personnel in the vicinity of military installations enables host communities to recruit more medical specialists and build better facilities.
 - b. Develop ways and means for DOD-trained medical personnel to transition into the NC civilian healthcare system.
 - c. Increase number of Trauma facilities and specialization near military installations.

ACTION: Understand and maximize healthcare partnerships

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BEST PRACTICE: Necessary Steps to Take Advantage of Federal Opportunities

1. Use NC resources to prepare: Small Business Centers, SBTDC, GCAP, NCMBC
2. Learn, leverage and/or certify for federal, SBA-administered small business programs: SB, HUBZone, SDVOSB/VOSB, WOSB, 8a
3. Identify and learn your customer(s) - what they need and how they buy
4. Identify and learn your competition - current contract holders and prevailing prices
5. Seek experience-building, micro-purchase, supplier/subcontract & teaming opportunities
6. Engage early – on major contracts, teams form years in advance
7. Be distinctive: identify, leverage, communicate *unique* capacities, experiences and relationships
8. Perform...pathway to your 2nd contract starts with outstanding performance on your 1st

ACTION: Do your pre-work to be prepared to work for DoD and Federal Agencies.

POC: Reena Bhatia, Business Development Professional, NCMBC, reena@ncmbc.us,
919-314-7317

BEST PRACTICE: Take Necessary Steps to Take Advantage of Opportunities

1. Ensure your firm is qualified and certified to do business with NCDOT.
2. Be familiar with ways you can engage, including: SBE/SPSF set asides, Fully Operated Rental Equipment contracts, division let projects and centrally let projects.
3. Take advantage Business Opportunity and Workforce Development (BOWD) Unit services.
4. Attend Highway Construction Trade Academies and advanced trainings.
5. Network and get to know division and resident engineers.
6. Do good work so you will become a known entity in your skill and services.

ACTION: Do your prework to be prepared to work for NCDOT.

POC: Tunya Smith, director of NCDOT Office of Civil Rights, at tmsmith9@ncdot.gov or 984-236-1234

BEST PRACTICE: Virtual Program Management Operational Dashboards

- 1. Technicians utilize real-time visual dashboard to align contract office and customer work order prioritization. Daily Inspection Reports (DIRs) Condition Found Reports (CFRs) all digitally & visually available real-time.**
- 2. Visual management and availability of scope documents enable work prioritization of and management of specialized subcontractors.**
- 3. A2A initiated, managed, and performed several Original Equipment Manufacturer (OEM) Electrical, HVAC and Integrated systems repairs and installations of new circuitry while employing Cost Avoidance Measures (CAMs)**
- 4. Ensured government projects teams were able to meet service inspections and readiness for N-Serve inspections the combination of such reports upon overall fleet readiness.**
- 5. New installations and Management allowed for resource alignment and reporting to the contract office, enhanced fleet readiness and collaboration between offices.**

ACTION: Ensure 100% uptime of all operational Navy vessel (USN 57) life support systems

POC: Tony Bryant, CEO, tbryant@a2a-logistics.com (973)527-5299

BEST PRACTICE: Alignment With Vendors & Customer [API Enabled]

- 1. Online ordering incorporated with visual order management and carrier tracking enabled.**
- 2. Approved order workflows customized for organizational structure (Nurses, Clinic/Hospital Managers, Directors) and dollar threshold limits based upon agency level of assigned authority. Congruent with agency/organization procurement rules.**
- 3. History of orders available to user for budget management. Costs displayed within workflow from buyer to all levels of approvers. Approved product formulary assigned and validated by the organization, product restrictions assigned and co-managed.**
- 4. Buyers have ability to request quotes for restricted product with a “click” of interactive button.**

ACTION: 99% Fill Rate within 72 Hours of contracted procurements.

POC: Tony Bryant, CEO, tbryant@a2a-logistics.com (973)527-5299

BEST PRACTICE: Candidate Tracking and Processing Optimization of Requirements

1. Specific customer administrative and security paperwork converted to online candidate portal and then progress tracked to customer/agency on-boarding completion.
2. Candidate processing tracked via online program management board. Reported upon real-time, converted to weekly report which is distributed each week by Close of Business (COB) on Fridays.
3. Digitization of Govt / Customer documents to "fillable" entries online **RESOLVED:**
 - a. Misinterpretation of input requirements
 - b. Incorrect format entries (e.g. '09/01/23 vs 09/01/2023')
 - c. Missing data / information processing requirements.
 - d. Pro-longed exchanges of documents via email to correct candidate errors.

ACTION: Response time of 2< in responding to updates. 100% Government stakeholder candidate processing awareness.

POC: Tony Bryant, CEO, tbryant@a2a-logistics.com (973)527-5299

BEST PRACTICE: Ensure every Installation/Garrison command fully understands and supports the benefits of a good Sentinel Landscape, REPI and DCPI program

- 1. Background:** Our NC Installations face rapidly changing growth which effects base operations, training, readiness, and deployment of assigned operations forces.
- 2. Discussion:** All panel members agree that investing in Sentinel Landscape/REPI/DCPI is the Best Practice solution in order to provide effective encroachment solutions to help, preserve and protect installations and surrounding host community areas from invasive encroachment.
- 3. Solution:** (1).Best Practice solutions to preserve and protect our installations and host communities from unwanted encroachment is best served through DoD programs such as Sentinel Landscape/REPI/DCIP. (2) Continue to fully fund, support, educate our Installations on the advantages of Sentinel Landscape, REPI, DCPI and the available grants.

ACTION: Continue to include this topic on future NCDS session

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REPI Opportunities



BEST PRACTICE: Utilize the Tools of the Readiness and Environmental Protection Integration (REPI) Program as a Management Tool for Compatible Land Use Strategies

- a. REPI Program (<https://www.repi.mil>) offers tools installations, partners, and communities can use; traditional REPI and REPI Challenge funding presented by Mr. Korenek.
- b. Tools: 1) current and archival webinars available to access on various topics and presented by various experts through the nation; 2) reports to Congress about national accomplishments; 3) state Fact Sheets that present an overview of REPI activities, installation case studies, and DOD economic impact within that state; 4) series of Primers to facilitate a better understanding among stakeholders, military installation leadership, state, regional and local government officials, land trusts, and communities for achieving compatible land use; 5) discussion guides on Resilience; 6) an accessible REPI map of the US with multiple layers; 7) an accessible REPI listserv that promotes all of these tools through current announcements and newsletters, and 8) of course and lastly, the program known as Sentinel Landscapes.

ACTION: Identify encroachment threats, opportunities, and multi-sector interests where installations and partners can develop REPI proposals.

Martin Korenek, Regional Planner, martin.korenek@usmc.mil (910) 449-9791

Local Governance and Land Use Planning Opportunities



BEST PRACTICE: Provide ongoing communication between installation and local governance that educates local governments, the public, and development interests regarding the value of compatible land use and a nature-based economy for North Carolina.

- a. Host community coordination with installations and local governance occurs through the RLUAC Partnership and viable projects such as compatible land use planning, planning for economic viability, and policy review. This helps preserve and protect Fort Liberty's training and operational mission from incompatible civilian development patterns and environmental degradation. Also provides credible and authoritative analysis of land use and development proposals to local governments which assists local governments with planning initiatives and policy development.
- b. Future includes improving the tracking of land use review outcomes and seeking additional funding options to support new initiatives. This can include expanding ongoing education and outreach to local governments and improving the quality and currency of data in the Compatible Use Rating System.

ACTION: Developing relationships with new partners to achieve mission while seeking funding to support mutual initiatives.

Vagn Hansen, Executive Director, Regional Land Use Advisory Commission, Vagn Hansen <director@rluac.com>

Partnership Opportunities: NGOs



BEST PRACTICE: Partner with NGOs to protect land outside the fence line from incompatible development to enhance military readiness with conservation co-benefits.

The Nature Conservancy is one of the largest NGOs and stewards in the world, and one of the most successful partnerships with the Department of Defense. The wealth of biological diversity at installations makes the military a natural ally for the Conservancy. For nearly 39 years, the Conservancy has helped the military manage natural resources and comply with environmental law that protect species on many of the military's installations around the country. The environment is a stage prop for practicing the art of war; soldiers need a swamp to be a swamp, a desert to be a desert. The Pentagon manages nearly 30 million acres, scattered among more than 425 major installations, encompassing every imaginable type of terrain and ecosystem. The military has to take good care of the land it's got as it will not receive more. Even though many threatened and endangered species reside near installations and sometimes the laws to protect those species can be in conflict directly with an installation's training mission, *partners help provide room to maneuver.*

ACTION: Leverage state & federal funding to generate viable programs for mutual benefits.

Will Robinson, Director of Gov't Affairs The Nature Conservancy, Will.Robinson@tnc.org

Partnership Opportunities: NGOs (cont)



BEST PRACTICE: Partner with NGOs to protect land outside the fence line from incompatible development as a way to enhance military readiness with conservation co-benefits.

In 2002, Congress authorized that the Department of Defense through the National Defense Authorization Act, seek outside partnerships to create buffer zones around military bases where the training mission was threatened by encroachment. Such buffers could be acquired through purchase, through partnership agreements and through development restrictions known as easements. By advocating the buffering partnership, the Defense Department embarked on a new strategy: large scale conservation. The fact that the U.S. military and the wealth of American biodiversity faced and faces the same threat of rapid urbanization led to an unlikely partnership between groups like The Nature Conservancy and the Department of Defense. The resulting alliance has help protect thousands of acres of irreplaceable habitat while ensuring that the U.S. military has the space to train top-notch troops. Mutual interests' matter.

ACTION: Leverage state and federal funding to generate viable programs for mutual benefits.

Will Robinson, Director of Gov't Affairs The Nature Conservancy, Will.Robinson@tnc.org

Sentinel Landscape/REPI/DCPI Opportunities



BEST PRACTICE: Ensure every Installation/Garrison command fully understands and supports the benefits of a good Sentinel Landscape, REPI and DCPI program

a. Background: Our NC Installations face rapidly changing growth which effects base operations, training, readiness, and deployment of assigned operations forces.

b. Discussion: All panel members agree that investing in Sentinel Landscape/REPI/DCPI is the Best Practice solution in order to provide effective encroachment solutions to help, preserve and protect installations and surrounding host community areas from invasive encroachment.

c. Solution: (1).Best Practice solutions to preserve and protect our installations and host communities from unwanted encroachment is best served through DoD programs such as Sentinel Landscape/REPI/DCIP. (2) Continue to fully fund, support, educate our Installations on the advantages of Sentinel Landscape, REPI, DCPI and the available grants.

ACTION: Continue to include this topic on future NCDS session

POC: David Myers Col. USMC (Ret.), david.myersret@gmail.com. 336.343.0062

BEST PRACTICE: Veteran Spouse Advocates

- 1. Within our firm veteran spouse voices were not heard nor understood and policies were not in place to fully support the flexibility and activities needed to support veteran and veteran spouses.**
- 2. As the company looked to consolidate locations and focus on hiring veteran talent, veteran spouses face the concern of maintaining their current roles and the company faced how to attract/develop/retain veteran and veteran spouse talent.**
- 3. Using “MyVoice” surveys and “Future ways to work” models we developed policies that help support military spouses by creating advocates that helped us to understand the challenges veteran spouses face.**
- 4. We now have policies supporting veteran spouses being virtual as they may face the challenge of having to change duty stations or support a spouse being deployed**

ACTION: Develop Military and Veteran Spouse Advocate programs

**POC: Roderick Ellis, VP Technology Vendor Strategy & Relations,
rellis3@metlife.com, 919-412-5254**

BEST PRACTICE: Understand requirements & set conditions for success

- 1. NETWORKING:** Join social media groups (Coding for Mil Spouse group, Study Groups), Reddit, contact recruiters on LinkedIn, virtual cup of coffee with someone interested career field, find a mentor, attend NC4ME networking events.... to find out what certifications are wanted / needed in your industry. Do your research **BEFORE** starting your pathway.
- 2. CERTIFICATION PATHWAY:** Some certification pathways require validation of experience before sitting for the exam. Ensure you meet the certification pre-requisites prior to starting the journey. To validate experience, volunteerism can sometimes qualify.
- 3. TIME MANAGEMENT:** Set aside adequate time – daily, weekly, monthly – to work solely on your certification pathway. No distractions (work, children, social media, etc.). Identify a designated area established for working on the pathway.
- 4. ADULT LEARNING:** Adopt Adult Learning concepts – example, the Pomodoro Technique. Chunk study time into 20–25-minute periods with 5-minute breaks.

ACTION: Ensure you meet the certification qualifications.

POC: Alicia Mock ahmock@syr.edu 910-429-5454

BEST PRACTICE: Effective LinkedIn Networking

- 1. Create a menu of pre-made LinkedIn messages that you can add a name and company to personalize outreach to new contacts on LinkedIn.**
- 2. Make a list of search parameters that include titles of potential job titles (DEI, Recruiter, Talent, VP of People).**
- 3. Make a list of search parameters that include job titles you would like at that company.**
- 4. Make a list of military-related words to search for contacts at companies (USMC, Air Force, SOF, Special Operations, Special Forces, Ranger, etc.).**
- 5. Lastly, include your colleges for searching for contacts at companies.**

ACTION: Use the search bar to find some commonality with new contacts and then message them, do not just sent a request to connect.

POC: Craig Wymer, Hiring Our Heroes Program Manager, cwymer@uschamber.com

BEST PRACTICE: Navigate Hiring Fairs and Networking Events Effectively

- 1. SPOUSE ENGAGEMENT:** If you are a military/veteran spouse or veteran/transitioning service member, take your spouse/significant other to networking events. Coach them on your elevator pitch and split-up.
- 2. WORKING THE ROOM:** Avoid waiting around a person or table, keep moving and circle back as needed.
- 3. REAR TO FRONT:** At networking events and hiring events, go to the back of the room first since there will be less lines there and work your way back to the front.
- 4. BUSINESS CARDS:** Collect business cards and follow-up after the event.

ACTION: Start events in the back of the room and keep moving forward.

POC: Craig Wymer, Hiring Our Heroes Program Manager cwymer@uschamber.com

Fort Liberty Posse Foundation: Veteran Scholarships



BEST PRACTICE: Veteran 4-year merit scholarships for transitioning military

- 1. The Posse Foundation identifies, recruits and trains exceptional young leaders and sends them in multicultural teams—Posses—of 10 students to top colleges and universities**
- 2. More than 8,484 POSSE SCHOLARS have been awarded close to \$1.2 BILLION IN FOUR-YEAR, FULL-TUITION MERIT SCHOLARSHIPS**
- 3. The Posse Foundation created the Veterans Posse Program a few years ago to attract Service Members (National Guard/Reserves).**
- 4. First Active-Duty Soldiers were selected from Fort Liberty in 2013 for the Fall 2014 Class**
- 5. The three Fort Bragg Soldiers were selected to attend Wesleyan University**
- 6. 31 Fort Bragg Soldiers selected in last 9 years to receive the four year scholarships**
- 7. The students work as Interns during the summer with major employers such as Google, Goldman Sachs, JP Morgan Chase, Viacom, etc.**

ACTION: Promote this and other programs assisting military Veterans.

**POC: William B. McMillian, Transition Services Manager, william.b.mcmillian.civ@army.mil
(910) 303-0511**

BEST PRACTICE: Employment Workshops and Quarterly Career Fairs

- 1. SJAFB Military & Family Readiness Center (M&FRC) puts on an array of workshops targeting military spouse employment as well as transitioning service members. Wayne Community College Business Center teaches industry resume and interview skills; Military and Family Readiness Center focuses on teaching Federal resume workshops.**
- 2. In addition to the employment workshops, M&FRC provides one-on-one career and resume writing assistance, both federal and industry.**
- 3. M&FRC hosts quarterly career fairs with local, state, and national businesses advertising thousands of job opportunities. M&FRC partners with NCWorks for additional career assistance and advertising jobs fairs in the local area as well.**
- 4. Ahead, SJAFB is partnering with NC4ME and Hire G.I. for employment fair opportunities.**
- 5. All to better serve our servicemembers and their family seek meaningful employment**

ACTION: Continue to explore ways to improve Veteran Transition Services

POC: Rocky Ballantini, joseph.ballantini.1@us.af.mil 919-722-1123

Partnerships between NC military and NC Civilian Entities



BEST PRACTICE: Establish and leverage partnerships between military and state capabilities.

Transitioning technical solutions into defense operational units is difficult.

- Gaining access to the operational force (e.g. base restrictions, clearances)
- Maintaining continuity with the operational force (transition of personnel)
- Operational tempo

Programs are established to assist in bridging the disconnect.

ACTION:

Utilize existing programs:

- **Catalyst Pathfinder**
- **NC Military Business Center**

Establish relationships with key centers, projects, etc. on NC Military Bases

- Innovation Outpost, Airborne Innovation Lab, 82nd ABN Div Gainey Team

POC: Jock Padgett; jock.b.Padgett.civ@army.mil; 910-920-8431.