



NEXTOP WORC GRANT

19 May 2023

AIR FORCE | ARMY | COAST GUARD | MARINES | NAVY | SPACE FORCE



WHO WE ARE:

NextOp Inc. is a nonprofit veteran service organization (VSO) founded in Houston, TX in 2015

OUR MISSION:

NextOp recruits, develops and places high-performing middle-enlisted leaders (E3-E7) into industry careers

OUR VISION:

To be the strongest link between industry and military talent



BRIDGING THE GAP

Approximately 85% of post-9/11 veterans are middle-enlisted & nearly 1/3 of veteran job seekers are unemployed or underemployed

Industries are facing a widening skills gap and desperately needs the skills our veterans have to offer

FREE CANDIDATE SERVICES

- Direct access to employers & careers
- Resume building
- Interview preparation
- 1 on 1 career coaching
- Networking
- DoD SkillBridge facilitation
- DoL Employment Navigator and Partnership Pilot (ENPP)
- Veteran and partner mentorship





3300+

Our Employment Coordinators have placed over 3300 veterans - annual goal 500-600 placements.



43

It typically takes NextOp less than 43 days to get a veteran hired. Lower than the national average.



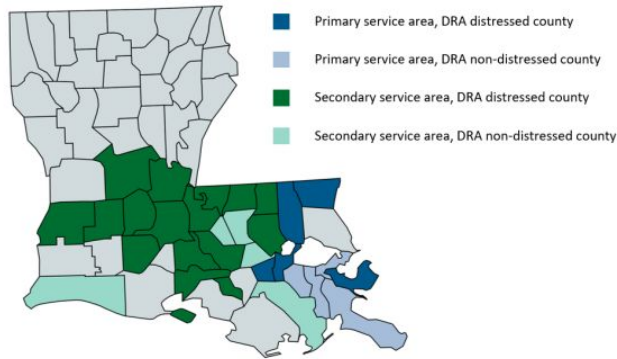
\$66K+

The average 2023 NextOp starting salary is over \$66,000 and targeted to outpace inflation.

WORC SUCCESS - WORC 11 & WORC IV

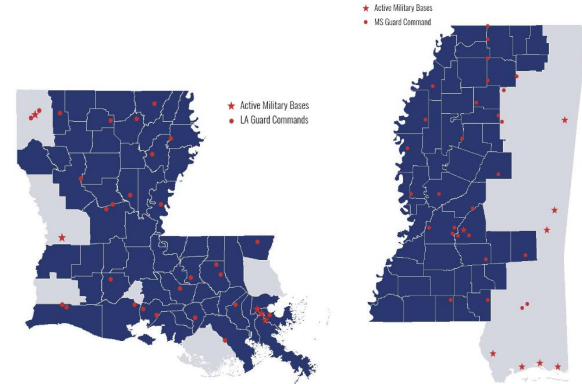
WORC 2020

- Place 300 Mil/Vet candidate in careers in SELA Delta Region
- Expanding Services & piloting pipelines in technology; healthcare; and, trade, transportation, and logistics.
- Financial Partnership Regional Economic Development Org.



WORC 2023

- Serve 1,200 Mil/Vet and place 900 into rewarding careers across Louisiana and Mississippi Delta regions
- Healthcare, logistics, and skilled labor pipelines
- Financial Partnership with largest public employers in LA and Workforce Board



WORC APPLICATION - THE BASICS

You guidepost for a successful application.

P. 8

- Checklist - what you need to submit and where it is located

P. 15-32

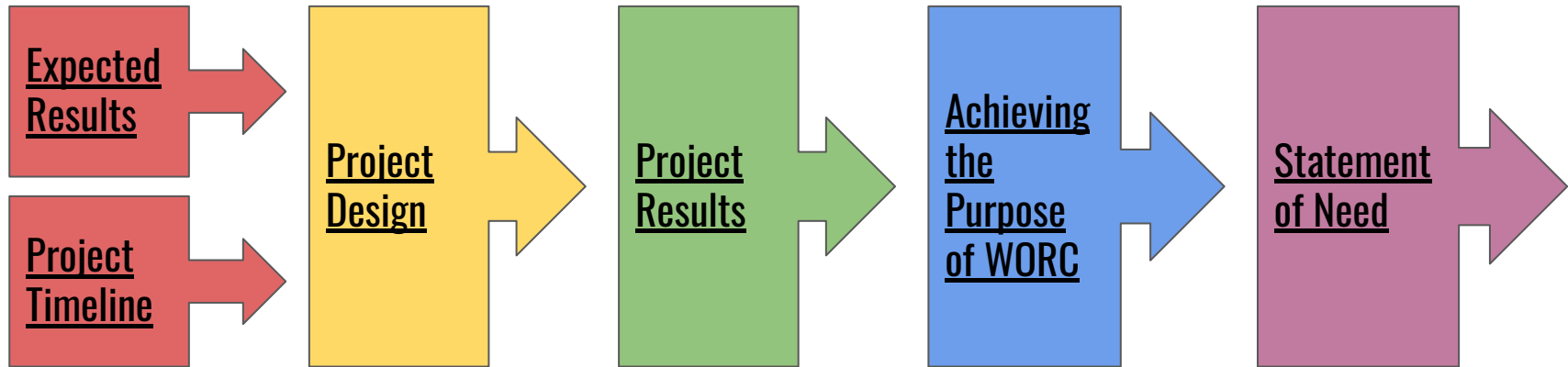
- Content and Form of Application Submission - the elements of the application and what they need to contain

P.38-39

- Checklist with Scoring - Gather an understanding of the most important elements of the application and where to spend your time

WORC APPLICATION - SUGGESTED PROCESS

Build your foundation 1st - Start with Expected Results (10 points)/Project Timeline (0 points) → base of your Project Design (40 points) → Informs your Project Results & Achieving the Purpose of WORC (30 points) → finish with your Statement of Need (20 points)



WORC APPLICATION - Expected Results

Activities	Expected Results
Recruit middle enlisted transitioning service member and veteran candidates	1,200 total candidates recruited for this project
Place candidates in healthcare careers in DRA communities	200-300 candidates placed into new healthcare careers in underserved communities
Place candidates in new careers in DRA communities	900 military and veteran candidates placed into new careers in DRA communities
Place candidates into high-quality employment with liveable wages	Place candidates into careers with average starting salaries more than \$50,000+
Host workforce events	Host and participate in 60-80 workforce events impacting 500-700 candidates.
Perform outreach to businesses to develop workforce pipelines for high-quality employment outcomes	Create 6 workforce training to career pipelines targeting high-quality employment outcomes for military and veterans in healthcare, logistics, and skilled labor careers.
Expand the region covered by NextOp's innovative military and veteran employment assistance programming	Provide employment assistance services to 56 LA & 47 MS DRA parishes and counties (a 1000+% increase), including establishing a foothold in Mississippi

WORC APPLICATION - Timeline

A Project Activities	B Milestones	C QTR 1	D QTR 2	E QTR 3	F QTR4	G QTR 5	H QTR 6
1 Expanding NextOp employment assistance operations in DRA communities in Louisiana and Mississippi.	1.1 NextOp and First Planning District WDB leverage available funding and training program to research, develop and implement military and veteran specific training to career pipelines			X	X	X	X
	1.2 First Planning District WDB provides introductions and connections to regional WDBs and Employer to expand NextOp employment assistance operations in DRA communities			X	X	X	X
	1.3 Quarterly Workforce and Community Organization Partner meetings to discuss partnership goals, referrals, employer introductions, deliverables, track progress, develop events, advertise opportunities, etc.	X	X	X	X	X	X
	1.4 Host and participate in regional military and veteran workforce events to recruit military and veterans candidates	X	X	X	X	X	X
	1.5 NextOp Employment program team recruits and provides services to middle enlisted transitioning service members and veteran candidates.	X	X	X	X	X	X
	1.6 Recruit and place military and veterans candidates in training to career pipelines and new careers in LA & MS DRA communities.	X	X	X	X	X	X

WORC APPLICATION - Project Design

3. Project Design	Section Total 40
• Project Description	Subsection Total 30
○ Core Principle 1: Promoting Availability of Good Jobs	8
○ Core Principle 2: Prioritizing Equity	8
○ Core Principle 3: Driving and Sustaining Economic Transformation	14
• Project Partnerships	Subsection Total 10

WORC APPLICATION - Project Results

2. Project Results & Achieving the Purpose of WORC	Section Total 30
• Expected Results	Subsection Total 10
• Achieving the Purpose of WORC	Subsection Total 20
○ Core Principle 1: Promoting Availability of Good Jobs	6
○ Core Principle 2: Prioritizing Equity	6
○ Core Principle 3: Driving and Sustaining Economic Transformation	8

WORC APPLICATION - Project Results

1. Statement of Need	Section Total 20
• Project Service Area, Challenges and Opportunities	8
• Target Population	6
• Description of Workforce Needs	6

INSIGHTS ON DEFINING NEED

Current national unemployment and underemployment rates do not accurately reflect our candidates

- 63% of veterans are unemployed or underemployed when exiting service
- 10% of male veterans of color are unemployed and looking for work
- 14% of female veterans are unemployed and looking for work
- 22% of female veterans of color are unemployed and looking for work

Employment assistance is the lowest federally funded veteran service program

- .01% of the federal budget, or \$300 million
- \$17 per veteran annually

This leads to the one-size-fits-all approach by the current federal programs

- A 22-yo with a GED, a pilot, a doctor and an astronaut will all receive the same training when exiting the service

Individualized mentorship has proven successful

- Veterans that use a coach to help with their resume are 2x as likely to get a job
- Veterans that use a coach to practice interviewing are 3x as likely to get a job





QUESTIONS?

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