



**Montgomery County Commission on Veterans Affairs
Meeting Summary Minutes
April 17th, 2018**

I. Call to Order & Introductions

Dan Bullis, Chairman, welcomed everyone to the meeting of the Commission on Veterans Affairs (CVA). Dan asked for all present to stand for the Pledge of Allegiance and to remain standing for a moment of silence for all of those who have given their lives and those who have been wounded for our country in the different conflicts in which our country has been engaged. A POW/MIA Empty Chair is placed at all official meetings of the Commission as a physical symbol of the thousands of American POW/MIAs still unaccounted for from all wars and conflicts involving the United States of America.

II. Approval of Minutes

A motion was made to approve the February 2018 Meeting Summary Minutes. The motion was seconded. A vote was taken, and the February 2018 Meeting Summary Minutes were unanimously approved. Approved minutes are available online at www.montgomerycountymd.gov/cva.

**III. Driven to Defend: SAP National Security Services, Inc., SAP NS2 – Laura Carmack, VP, Human Resources
SAP National Security Services**

Website: www.ns2serves.org/

Veterans Stories: <http://www.ns2serves.org/veteran-stories/>

PowerPoint: www.montgomerycountymd.gov/HHS-Program/Resources/Files/A%26D%20Docs/CVA/NS2ServesOverview.pdf

NS2 Serves is an independent, nonprofit 501(c)(3) organization established by Mark Testoni, the President of SAP National Security Services, Inc. (SAP NS2®) to give back to the community SAP serves by training and employing veterans in high-tech careers.

As its signature initiative, NS2 Serves offers training and employment assistance to recent veterans of U.S. national security missions. The course is open to post-9/11 U.S. military service veterans and reservists (including disabled veterans) and Gold Star spouses who meet certain eligibility requirements. Full-time, paid participants are trained in world-class software solutions that support U.S. national security, leading to official SAP certifications, which are valuable in many career paths in the U.S. and worldwide. The training program was modeled on the successful Mawared Young Professionals Program offered by the SAP Training and Development Institute in Dubai.

The NS2 Serves program has been in existence for four years. SAP has spent approximately \$1,500,000 to \$1,700,000 on the program and has trained 180 graduates so far and all have employment. Each class is comprised of about 20 Veterans. Veterans are given housing and food during the entire 12-week training program. Veterans are accepted from throughout the entire nation and their travel is paid for to the training location. It is graduate level coursework.

Laura will meet with employers and ask them what curriculum they would like the Veterans to be trained on. For example, Deloitte asked NS2 Serves to run a certain curriculum and will hire all the Veterans at the end of the training. Two weeks ago, all 20 Veterans were interviewed by Deloitte and when all 20 Veterans finish the training on May 21st they will have a job. Other employers NS2 Serves has worked with are Accenture and CSRA. NS2 Serves is working to scale their program so other companies can copy it. One of the biggest issues for Veterans looking for employment is translating military skills to civilian skills, and for human resources departments to understand those military skill sets.

Last year, a class was held in San Antonio. Four courses will be held this year and five may be held next year with a course being added in Atlanta. A course this year will be held in July in Tampa, Florida working with a woman who has an institute of prosthetics. Another course will be held in Leesburg.

Commissioners are welcome to attend class graduations.

NS2 Serves hosts annual golf fundraising events in Las Vegas and in Atlanta. For more information, please visit www.ns2serves.org/get-involved/.

The floor was opened to questions.

Cynthia Macri, Commissioner, ask about the types of jobs the Veterans are receiving after the training. Jobs are more on the information technology side and include help desk support or systems analysts. Some jobs require security clearances while others do not.

Bob Koffman, Commissioner, asked what percentage of Veterans are employed by the companies NS2 Serve has worked with. Laura noted that since notifying your employer of your Veterans status is voluntary, the data cannot be accurate. SAP strives to employ Veterans as at least 7% of their workforce.

Wayne Miller, Commissioner, asked if the program would be beneficial for a Veteran with post-traumatic stress disorder (PTSD). There have been several Veterans with PTSD and TBI that have completed the program.

Dan Bullis, Chair, asked how many Veterans are screened per training. Each class receives between 200 to 250 applicants. If the applicant is screened as a match for the program but are unable to attend due to attendance size they are recommended for the next program. If the applicant is assessed and is decided they are not a fit for the program, they are recommended to other programs. Laura works with the Department of Labor (DOL) and other various organizations to identify Veterans for the program. The average annual salary is between \$55,000 and \$65,000. Veterans must be willing to relocate.

Susan Webman, Commissioner, asked how NS2 Serves coordinates with DOL. DOL has divisions throughout the country and information about the trainings are sent to the various career coordinators. There is a focus on trying to enroll active duty military who are on terminal leave so that they will have a job once they leave the military.

It was asked if NS2 Serves reaches out to universities and colleges to identify Veterans. NS2 Serves will be partnering with the University of Southern Florida and their Veterans center to begin trainings there. Veterans would be able to complete the NS2 Serves program while still working on their degree. They have also been in contact with the University of Texas to start a program. It was suggested that Laura also reach out to community colleges.

Henry Bockman, Commissioner, asked if NS2 Serves is taking advantage of the Work Opportunity Tax Credit (WOTC) program. An employer may be eligible for WOTC when they hire from certain target groups of job seekers who face employment barriers, which includes unemployed Veterans and unemployed disabled Veterans.

It was asked what the drop out rate is for the program. There has only been one drop out and it was because the Veteran had started the program immediately after coming back from Afghanistan. Laura is still tracking the Veteran in case they would like to start the program again.

IV. Chair Report

Dan Bullis, Chair, reported attended the annual Boards, Committees, and Commissions Meeting with County Executive Leggett last week. Dan thanked County Executive Leggett on behalf of the Commission for his unwavering support to our County Veterans by establishing this commission in 2008. He asked County Executive Leggett what he was most proud of and if there was anything that he personally would like to see accomplished that time has not allowed. County Executive Leggett said he satisfied knowing the Commission exists and that Montgomery County Veterans have a place to turn to for issues.

V. Updates

Austin Morris, Representative of Senator Chris Van Hollen, gave an update on the Gaithersburg Community-Based Outpatient Clinic (CBOC). Construction is proceeding as scheduled and there are no issues to report at this time. The CBOC is expected to open on August 14th.

Mike Subin, Commissioner, reported the Vietnam War Memorial is on track to be completed and a dedication will be held on Monday, May 21st from 1:00 p.m. to 2:30 p.m. The memorial will be placed at Memorial Plaza located on the Government Complex Center Terrace between the new Courthouse annex and the Executive Office Building in Rockville along Route 28. The memorial will be a wall with all the names of the 130 Montgomery County residents who were killed in action or declared missing in action during the Vietnam war etched into the wall. A plaque will also be posted that states:

With Honor & Gratitude
To all Montgomery County residents who served our country during the Vietnam War Era
1955 – 1975
Dedicated by Isiah Leggett, County Executive
Captain, U.S. Army
Vietnam Veteran

The dedication program will include a military honor guard from Walter Reed and Commissioner Wayne Miller will sing the National Anthem. In addition to County Executive Leggett, Everett Alvarez, Jr. has been invited to speak as well as Arthur Holmes. Everett Alvarez, Jr. is a retired Navy Commander who was the first American aviator shot down over Vietnam and was held prisoner at Hanoi Hilton for 8 1/2 years. Arthur Holmes is a retired Major General in the Army who served two tours in Vietnam and served as Director of Montgomery County Department of Transportation. Four speakers will be reading the 130 names of those killed in action and missing in action: former Commissioner Jane McCarthy, Senator Ben Cardin, Senator Chris Van Hollen, Bill Gray who was the first chair of the Commission. Dan asked for Commissioner volunteers to contact the families of the 130 Vietnam killed in action and missing in action to inform them of the dedication ceremony. Commissioners will be sent a script to use during phone calls. The Vietnam Era is from November 1, 1955 through April 30, 1975.

VI. Announcements

Wayne Miller, Commissioner, reported the 2018 Military Sexual Trauma Summit will be held tomorrow Wednesday, April 18, 2018 from 8:00 a.m. to 4:00 p.m. at the Washington, D.C. Veterans Affairs Medical Center. Jameelah Johnson, Commissioner, reported she is available if anyone needs help on a special project.

Brenda Campbell, LICSW, Outreach Manager, Easterseals, introduced herself to the Commission and spoke about the services offered at the new Steven A. Cohen Military Family Clinic. The Cohen Clinic provides no or low-cost high-quality, accessible, and integrated behavioral health care to veterans and their families or caregivers. Services are offered regardless of discharge status and to whomever the veteran considers their closest kin. The Cohen Clinic is located at 1420 Spring Street, Suite 300, Silver Spring, MD 20910.

Julie Riggs, Serving Together (ST), reported ST is now an affiliate of America Services, a coordinated system of public, private, and non-profit organizations working together to serve Veterans, transitioning service-members, and their families. Currently, 60 non-profit providers are in the process of registering within the network. Once registered, ST peer navigators will be able to assess a Veterans needs and make a referral to providers via the software. Peer navigators will be able to track the referral in real time. Julie also reported that calls to peer navigators have tripled. Any non-profit providers interested in joining the network can contact Julie at jriggs@every-mind.org.

Stan Siedel, Maryland Veterans Commission (MCV), reported MCVET will be hosting a Stand Down on June 2nd and June 3rd in Baltimore at the Baltimore War Memorial Building. MCVET will also be hosting a their 23rd Annual 5K/10K Race and Walk on Saturday, June 10th.

Gloria White Gardner, National Association for the Advancement of Colored People (NAACP), Montgomery County Branch, reported the Montgomery County Branch of NAACP will be hosting their Annual Freedom Fund Dinner on Sunday, May 6th at the Bethesda North Marriott Conference Center. An exhibition titled Saluting Our Veterans will be
CVA

featured at the dinner. Gloria noted they are seeking photographs, documents, pins, etc. to be on display. Please contact Gloria directly if you have anything to donate for the evening – 231-557-2498.

Cynthia Macri, Commissioner, reported that May is Asian History Month. Cynthia is an Executive Committee Member of the Japanese American Veterans Association. She noted there are at least four Montgomery County Japanese American Veterans that were ordered into relocation camps during WWII. Dr. Raymond S. Murakami of Bethesda, Maryland passed away on January 24. During WWII, he was interned at Tule Lake and volunteered to join the U.S. Army. Cynthia also noted that one of the four Veterans was a member of the 442nd Infantry Regiment. This regiment is best known for its history as a fighting unit composed almost entirely of second-generation American soldiers of Japanese ancestry who fought in WWII. Dan Bullis would like to invite one of these Veterans to speak at the May Commission meeting. Cynthia will see if she can set that up. Mike reported that the County is working to identify segregated combat units such as the 442nd Infantry Regiment, Tuskegee Airmen, and the Women's Postal Unit, so that County Executive Leggett can honor them before leaving office. This could include a dedication of a building or hall similar to what was done for the Buffalo Soldiers at the Silver Spring Civic Building. Betsy Luecking, Staff, reported that while Carly Clem, Staff, was researching Montgomery County WWII soldiers killed in action, she identified Army Sgt Alfred Benjamin Duvall who served in the 92nd Infantry Division, known as the Buffalo Soldiers. Cynthia recommended Commissioners view the 2012 NAACP documentary For Love of Liberty: The Story of America's Black Patriots (<http://www.ushistory.org/more/flol.htm>).

Adjournment: 7:25pm

Next Full Commission Meeting: Tuesday, May 15th, 2018 from 6:00pm to 7:30pm at Health & Human Services Building, 401 Hungerford Drive, 1st Floor 1A Conference Room, Rockville, MD 20850

Respectfully submitted:

Carly Clem, Administrative Specialist I

Betsy Luecking, Community Outreach Manager