



## **EXECUTIVE ORDER 13-01**

### **VETERANS TRANSITION SUPPORT**

#### **PREAMBLE**

Hundreds of military personnel separate from the service each month, and select Washington State as their home after serving our country with distinction. We honor their service and commitment by supporting their transition to civilian life. As part of our efforts to rebuild a robust economy and return to full employment, I have asked private and public leaders throughout our state to help veterans and their families in effectively navigating this transition, and increase our collective efforts to help them obtain living wage jobs. I expect state government to lead this effort, and serve as a model employer.

**WHEREAS**, many of our returning veterans and their families find it difficult transitioning to civilian life; and

**WHEREAS**, intensely competitive job markets, challenges translating military experience into civilian job skills, and lack of hiring managers' awareness regarding the breadth and quality of veterans' background all contribute to an unacceptably high post-9/11 veteran unemployment rate; and

**WHEREAS**, rising to this challenge will require both the efforts of individual departments and collaboration across agencies, jurisdictions, and sectors; and

**WHEREAS**, the VOW to Hire Heroes Act of 2011 promotes collaboration between the U.S. Department of Defense and other federal agencies with state, local, private, and non-profit partners to support transitioning service members;

**NOW, THEREFORE**, I, Jay Inslee, Governor of the state of Washington, by virtue of the power vested in me by the Constitution and statutes of the state of Washington do, effective immediately, hereby order and direct:

#### **1. Agency Procurement from Veteran-Owned Businesses**

Each executive cabinet agency shall set a target of awarding at least five percent of all procurement contracts to certified veteran-owned businesses. The Department of Veterans Affairs (DVA), in consultation with the Department of Enterprise Services (DES), will establish agency reporting standards and protocols.

**2. Agency Veteran Employment Plans**

Each executive cabinet agency shall develop annual veteran employment plans to increase the representation of veterans in their workforce. Agencies will report progress as prescribed by the Office of Financial Management, State Human Resources Division. At a minimum in 2013, plans will include utilization of veteran job seeker support services available through the Employment Security Department (ESD), and creation of bridge employment opportunities such as temporary, seasonal, internship, and job shadow assignments. When determining the qualifications of applicants for employment, agencies shall consider relevant equivalent experience obtained during military service. The Office of Financial Management, State Human Resources Division will collaborate with DES, ESD, DVA, and other public and private partners to identify and develop resources to assist agency human resource staff and hiring managers translate and credit military experience.

**3. Veterans Employee Resource Group**

The Office of Financial Management, State Human Resources Division will convene a cross-agency group of veterans in state service to provide advice and assistance on veteran recruitment, retention, and development strategies. Executive cabinet agencies shall provide assistance by providing volunteers and supporting approved initiatives.

**4. Washington Military Transition Council**

In addition to supporting transition assistance programs at Washington's military installations, executive cabinet agencies will participate in and provide leadership to the Washington State Military Transition Council. The Council will support collaboration between federal, state, and local agencies and private and non-profit organizations that share responsibility for providing transition assistance to service members and their families. The Director of DVA will serve as Chair of the Council, and provide staff support. The Commissioner of ESD, the Secretary of the Department of Social and Health Services (DSHS), the Adjutant General of the Washington Military Department (WMD), the Executive Director of the State Board for Community and Technical Colleges, and the Executive Director of Washington State Student Achievement Council (or their designees) shall also serve on and support the council. My Executive Director of Legislative Affairs and Policy, or his/her designee, will serve as my designated representative to the Council. The Office of Financial Management, State Human Resources Division and DES will ensure that state government's employment practices support and model the Council's efforts.

**5. Centralized Data Share and Warehouse Agreement**

DVA will coordinate the creation and maintenance of a centralized data share and warehouse agreement among state agencies to both identify veterans and their families and ensure full access to USDVA health care, compensation/pension, and other benefits. The Office of Financial Management, DSHS, ESD, and other executive cabinet agencies designated by the DVA Director will fully participate in and support this effort.

All other elected officials, institutions of higher education, agencies, boards and commissions are invited to follow the provisions of this Executive Order. Transition assistance programs at all active military installations in Washington State are encouraged to participate in the military transition council.

This executive order shall take effect immediately.

Signed and sealed with the official seal of the state of Washington on this 10th day of May, 2013, at Olympia, Washington.

By:

/s/

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Jay Inslee  
Governor

BY THE GOVERNOR:

/s/

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Secretary of State