Operation Warfighter (OWF) and Education and Employment Initiative (E2I)
Agenda

- Welcome
- Recovery Coordination Program (RCP)
- OWF and E2I Programs Overview
- Regional Coordinator Map
- OWF/E2I Virtual Fairs
- Social Media
- Q&A
- Closing
Recovery Coordination Program

**Purpose:**
Provides comprehensive resources that assist recovering and transitioning military Service members and support military families to meet their needs and achieve their goals

**Objectives:**
- **Primary:** Oversees and executes policy that standardizes non-medical care provided to wounded, ill, and injured Service members across military departments throughout the continuum of care

- **Secondary:** Monitors and reports on the accessibility, utilization, and performance of DoD and Service-led warrior care programs

**Background:**
National Defense Authorization Act for FY 2008 (Public Law 110-181) directed DoD to improve the care, management, and transition of recovering Service members
**Mission:** Proactively support Recovering Service Members (RSM) in recovery and reintegration back to the armed forces or transition into civilian status.

**Vision:** Ensure the nation’s RSMs are well prepared for the next step in their lives through career development, furtherance of education, and seeking employment opportunities.
Operation Warfighter (OWF)

Goals and Objectives
- The main objective of OWF is to place RSMs in supportive work settings that positively impact their recovery.

The OWF Model
- OWF strives to demonstrate to participants that the skills obtained in the military are transferable to civilian employment. For RSMs who will return to duty, the program enables these participants to maintain active skill sets and provides the opportunity for additional training and experience that can subsequently benefit the military.

How OWF Works
- The first step of the OWF process is to obtain “medical and command approval” from the RSMs primary care manager and chain of command. Once an RSM is determined to be ready to participate, a Regional Coordinator assists the individual in identifying an internship opportunity based on their interests and capabilities.

- Once placement is agreed upon, the OWF Regional Coordinator works with the RSM and the agency to obtain necessary onboarding requirements and workplace accommodations.
OWF Process Flow

1. Military determines if RSM is approved to participate in Education, Internship, and/or Career Counseling

   Not Approved
   - STOP

   Approved
   - Submit completed OWF Approval for Participation and resume to OWF Regional Coordinator

2. RSM resume is made available to organizations for consideration

3. Organization notifies OWF Coordinator of interest in RSM

4. Conduct interview; notify OWF Coordinator of outcome

5. Accept placement; coordinate security clearance requirements, transportation, and any on-site accommodations

6. Submit completed OWF Placement Form to OWF Coordinator

7. INTERNSHIP BEGINS

   Submit completed Intern Development Plan to OWF Coordinator two weeks after start

8. Complete online monthly OWF Performance Evaluation

9. Review Intern Development Plan after 120 days and provide written feedback to intern

10. Internship concludes. Notify OWF Coordinator. Complete online OWF Exit Interview and provide Record of Achievement to the RSM

11. ACTION LEAD: Wounded Warrior Program / Military Supervisor

   RSM

   Organization

   OWF Coordinator
Advantages of OWF

Over 10,000 RSMs placed into Federal internships since 2009

Program Highlights:

• 240 Federal agencies and their sub-agencies participating
• In the last 12 months, the program has hosted or participated in over 200 outreach events
• Increase awareness among Federal agencies
• Expose recovering Service members to a variety of internship opportunities
• Promote career preparedness and employability
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OWF Placement Form

- Used by the agency to document that a RSM has been placed within their agency

- Allows RCP to maintain a record of placement. Required to be completed and submitted to the coordinator prior to internship start (due to signature flow)
OWF Intern Development Plan

Introduction

The Intern Development Plan (IDP) documents the specific tasks associated with each internship, as well as goals for the recovering Service member related to their internship experience. Within two weeks of the internship start date, the recovering service member and the organization supervisor will record tasks, projects, trainings, certifications, etc., to be accomplished, and will identify development areas that will add the greatest value and help accomplish the recovering Service member’s goals. Goals should be both realistic and challenging.

After 120 days from the start of the internship, a progress review will be conducted. At the end of the internship, a record of the Service member’s achievements during their time with the organization must be created, agreed upon, and signed by the recovering service member and the his or her internship supervisor.

Some questions/points of discussion to assist the Service member and supervisor in creating the Intern Development Plan include:

- What are the recovering Service member’s career and/or educational goals?
- How can the internship help to accomplish those goals?
- What length of time does the recovering Service member expect to be in the internship?
- What trainings, certifications, and skills can be achieved during the internship?
- What are the organization’s expectations?

Some recommendations for recovering Service members to successfully complete their IDP:

- To check progress toward your goals, request feedback from others. This will help you develop bullets for your efficiency report as well as your resume.
- To ensure your continued progress, block at least 15 minutes each week to review the IDP. This small amount of time each week will make reviewing the IDP a part of your routine and daily discipline.
- To avoid obstacles that may keep you from your development priorities, discuss them with your supervisor and Recovery Transition coordinator, nurse case manager, vocational therapist, etc. to find ways to overcome them.

Some helpful hints for supervisors working with recovering Service member interns to develop an IDP include:

- Suggest ways the recovering Service member can develop or maintain skills and where to focus efforts.
- Share knowledge about the organization’s culture, your personal experiences in working for the organization, recommended trainings, and contacts. Help the recovering Service member to establish a network.
- Provide guidance on how to accomplish tasks and ensure the recovering Service member has any equipment or resources necessary to accomplish the work to be done.

• Used to specify tasks and goals during the internship. Completed within 2 weeks of internship start by the agency with the RSM

• In progress development plan review conducted by agency with RSM at 120 days

• Should be used as the basis for monthly and end of internship reviews. A copy should be provided to the Coordinator once completed at the 2 week and 120 day mark
Agency Exit Interview

Operation Warfighter - Exit Interview for Federal Agencies

Overview
The purpose of this form is to collect feedback on the performance of the intern you were supervising and to better understand your experience with Operation Warfighter (OWF). Your feedback will help us improve the program for current and future participants.

Part A - Demographic Information

1. Region
   - Great Plains / Rocky Mountains: MN, ND, SD, NE, KS, CO, WY, UT
   - Mid-Atlantic: Southern VA, NC, SC
   - Mid-West WI, IN, KY, TN, MI, IL, IA, MO
   - National Capital Region (NCR): MD, DC, Central and Northern VA, WV
   - Northwest: WA, OR, MT, ID, WY, CO, NM, UT
   - Northeast: ME, NH, VT, MA, RI, CT, NY, NJ, PA, OH
   - Northwest: WY, MT, ID, WA, OR, Northern CA
   - South Central: AL, MS, LA, Central and Southern TX
   - South: FL, GA, Central and Southern TX
   - Southeast: NC, SC, Central and Southern CA

2. Reviewer Information
   - Name
   - Agency/Sub-Agency
   - City, State
   - Phone
   - Email

3. Intern Information
   - Name
   - Rank

4. Installation
   - [ ]
   - Other (please specify):

- To be completed by the agency upon conclusion of the internship
- Used by agency to provide feedback to the OWF program concerning a RSMs internship performance
- Allows OWF program to identify trends and rectify issues within the program
Goals and Objectives

- E2I operates with the goal of engaging RSMs early in their recovery process to identify the skills they have, career opportunities that match those skills, and any additional skills they will need to be successful and participate in desired educational and/or employment opportunities.

Education and Employment

- E2I Regional Coordinators (RC’s) work with the RSMs to determine education requirements for desired career path. These educational requirements may include formal degree programs or training, certification and licensing programs.

- RC’s build relationships by developing partnerships with federal and private organizations across different industries. These partnerships are essential for identifying career matching opportunities for transitioning RSMs.
Advantages of E2I

Recovering Service members are connected with education and employment opportunities for a successful transition from military to civilian life.

Program Highlights:

- Over 2,000 Vet-ready private sector employers and education providers
- Strengthen job readiness by connecting RSMs to the necessary resources to prepare for career transition
- VR&E and DOL support; education and/or employment opportunities
OWF/E2I Virtual Fairs

OWF/E2I Federal Internship and Employment Virtual Fair ~ Quarterly

- Last Virtual Fair was held nationally on May 20, 2021
- Upcoming In-Person Fairs at Walter Reed and Fort Belvoir in the Fall-TBD
E2I/OWF Regional Coordinators

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Fort Benning
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706-615-2455

# = Region Number
= Location of Regional Coordinators
Social Media Platforms

Warrior Care
Warrior Care: https://www.warriorcare.dodlive.mil
FB: https://www.facebook.com/WarriorCare
Twitter: https://twitter.com/WarriorCare
IG: https://www.instagram.com/wariorcarephotos
Youtube: https://www.youtube.com/user/WarriorCare
Flickr: https://www.flickr.com/photos/wariorcarephotos
OWF: https://www.linkedin.com/company/department-of-defense-recovery-coordination-program-operation-warfighter

National Resource Directory (NRD)
NRD: https://www.nrd.gov
Twitter: https://twitter.com/NRDgov
Linkedin: https://www.linkedin.com/in/nationalresourcedirectory/
Recovery Coordination Program Contacts

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Thank You

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