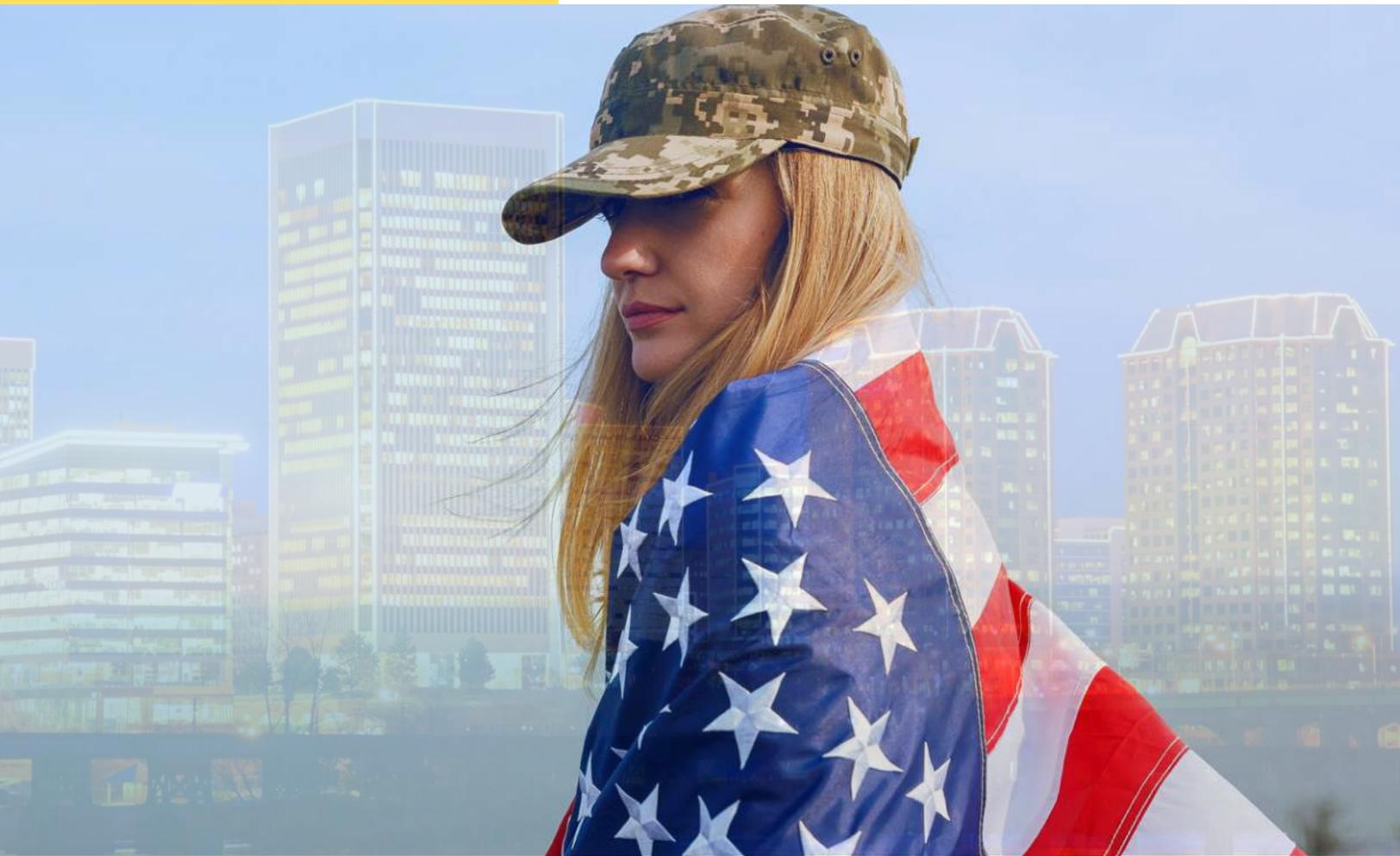




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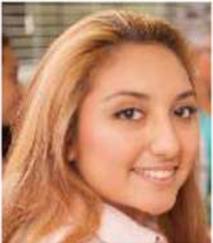
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WOMEN MAKING GREAT STRIDES IN THE MILITARY

Women's History Month provides an excellent opportunity to recognize and celebrate women's contributions to society and to renew our commitment to advancing gender equality and opportunities for women in the workplace. We must work towards removing barriers to accessing good jobs, rooting out discrimination, and expanding equal employment opportunity to ensure that every woman and girl knows that her possibilities are endless in America.

Women have been the driving force behind progress and change, acting as breadwinners, leaders in their communities, and trailblazers across industries. Women have shown time and again that they are an integral part of our society, from serving in the military to breaking barriers in the workforce. Women's contributions to our nation have been invaluable.

In the military, women have made significant strides. Women have served in the military for decades, but it was not until 2016 that they were allowed to serve in combat roles. This decision was a significant step forward in recognizing the contributions of women in the military and promoting gender equality in the armed forces.

One notable trailblazer in women's history is Frances Perkins, who was the first woman to serve in a presidential Cabinet as U.S. Secretary of Labor. Perkins advocated for the minimum wage, the 40-hour workweek, and Social Security. She paved the way for women in leadership positions and inspired countless women to advocate for workers' rights and equal opportunity.

Women Making Great Strides In The Military Cont.

While women continue to make significant contributions to society, they still face systemic barriers to equal opportunity. The gender wage gap is a significant issue, with women working full-time typically earning nearly \$400,000 less than men over the course of their lifetimes. Women also experience workplace challenges such as harassment, pregnancy and caregiving discrimination, which can affect their ability to obtain jobs and advance in their fields.



Moreover, the COVID-19 pandemic has had a significant impact on women in the workforce. Women's labor force participation rate in January 2022 was 57.2 percent, compared to 61.2 percent for men. The pandemic has disproportionately impacted women, particularly women of color, with 217,000 fewer women in the labor force today than before the pandemic.

Providing equal opportunities for women is not only the right thing to do, but it also makes good economic sense. Research shows that when women have access to equal opportunities in the workforce, it can lead to higher productivity and increased economic growth. By promoting gender equality in the workplace, we can create a stronger, more resilient economy that benefits everyone.

As President Biden stated in his Proclamation on Women's History Month, "Let us strive to create a Nation where every woman and girl knows that her possibilities know no bounds in America." Our society is stronger when everyone has a seat at the table and has the tools to succeed. Let us continue to celebrate and recognize the contributions of women throughout history and work towards promoting gender equality and providing equal opportunities for all women.

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Employee Resource Group



The County's Valor Employee Resource Group has a Mission to drive and support organization and individual growth through a network of colleagues leveraging their collective range of skills, talents, and diverse perspectives while being a resource to veterans and the County of San Diego.

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Veteran's Preference

The County of San Diego offers preferential credits for military service is to assist qualified applicants in transitioning from military to civilian careers with the County of San Diego.



THE RISE OF FEMALE VETERAN PROFESSIONALS IN DIVERSE INDUSTRIES

As the push for gender equality in the workplace continues, more and more women are breaking into traditionally male-dominated industries. In recent years, we have seen a significant increase in the number of women joining the oil and gas industry, market research analysis career, and medical, IT, and recruiting departments.



Although the employment rates for women veterans have not been very promising in recent years, there are positive signs of change, especially when it comes to job opportunities for female veterans. Both veteran and women's organizations are making efforts to help women veterans transition into civilian life and find jobs more quickly. With increased hiring of women in various important industries, female veterans who hold active security clearances could benefit from this trend towards diversity and should take advantage of the opportunities available to them.

Oil And Gas Industry

The oil and gas industry, which has traditionally been dominated by men, is currently experiencing a boom and the number of women being hired in this industry is increasing. The American Petroleum Institute projects that more than 1.4 million new jobs will be created by 2030. During the first quarter of this year, 3,900 new positions were added, with 1,800 of those going to women. Marsha Hendler, President and Chairman of TerraFina Energy, stated that the industry is open to women and they are looking for talent, regardless of gender. Security clearances can also be an advantage for women seeking employment in larger companies, as they indicate a thorough background check. Cleared women veterans have good prospects in various fields such as research, sales, marketing, and communications.

There is also an increase in engineering opportunities as the current population of engineers is mainly professionals over 50, who are nearing retirement. Texas currently has the most oil and gas employment opportunities, with the Eagle Ford Shale supporting over 116,000 jobs. Other states with high employment growth include Oklahoma, North Dakota, Pennsylvania, and Louisiana. Salaries in the industry are generally high, with community relations managers earning up to \$90,000 and engineers typically earning six figures.





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Market Research Analysis

Market research analysis is another field that is seeing an increase in women employees. Market research analysts help companies understand what their customers want and create strategic marketing and business strategies.

Women have been successful in this industry due to their communication skills, ability to listen and understand the views of others, and their aptitude for analyzing data. It is expected that this field will add 117,000 new jobs over the next six to seven years, and women can expect to earn an average salary between \$60,000 and \$65,000.



Healthcare And Information Technology

In the healthcare industry, managing patient records and utilizing technology to do so has become just as important as treatment. With the growing link between the healthcare industry and IT, there is a high demand for professionals who can manage data in this field.

These jobs require skills in creating databases, programming, software, and healthcare. Cleared women with bachelor's degrees or equivalent experience in these areas have a significant advantage in this field and can earn salaries exceeding \$80,000 due to the high demand.



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Recruiting

To work in the field of recruiting is to help people find employment opportunities. It is a field that is open, women-friendly, and lucrative. Recruiters work to locate the most qualified, best-matched candidates to match company needs.

Today's recruiters work solely for the purpose of weeding out resumes and drawing in the right job candidates, increasingly relying on technology, social media, and other non-traditional means. Women can expect to earn an average salary of \$80,000 and above in this industry. Technical experience, career progression, previous managerial duties, working with contracts, and administrative experience are all pluses that should be highlighted in resumes.



Women are breaking into a variety of industries and finding success. With a focus on gender equality and diversity, more and more opportunities are opening up for women to succeed in fields that were once considered off-limits. The oil and gas industry, market research analysis, healthcare technology management, and recruiting are just a few examples of the industries that are becoming more women-friendly, and we can expect to see more women making their mark in the coming years.

CAREER PATHS FOR WOMEN VETERANS IN VIRGINIA

Virginia, also known as the Commonwealth of Virginia, is home to over 100,000 women veterans, many of whom have served in various branches of the military. However, transitioning to civilian life can be challenging, particularly when it comes to finding a job. Fortunately, Virginia offers a range of opportunities and resources for women veterans seeking meaningful and fulfilling work.



There are a range of job opportunities available for women veterans in Virginia, spanning a variety of industries and professions. Here are some examples of the types of jobs that may be well-suited to women veterans, along with their requirements:

Healthcare: Women veterans with healthcare experience may be able to find work as nurses, medical assistants, or healthcare administrators. These positions typically require relevant education and/or certification, as well as strong communication and interpersonal skills.

Education: Women veterans who are interested in teaching or education may be able to find work as teachers, school administrators, or education program coordinators. These positions typically require a bachelor's degree in education or a related field, as well as relevant teaching or administrative experience.

Government: Women veterans with experience in the military or government may be able to find work in the public sector as civil servants, analysts, or policy advisors. These positions typically require a bachelor's degree or higher, as well as relevant experience in government or public policy.

Technology: Women veterans with technical skills may be able to find work in the technology industry as software developers, cybersecurity analysts, or IT project managers. These positions typically require a bachelor's degree in a related field, as well as relevant technical skills and experience.

Entrepreneurship: Women veterans who are interested in starting their own businesses may be able to access resources and support through programs such as the Virginia Women's Business Conference. These programs typically require a strong business plan, relevant experience and skills, and the ability to secure funding.

Career Paths for Women Veterans in Virginia Cont.

Some requirements that may be common across different industries and positions include:

- **Education and/or certification:** Many positions in healthcare, education, and technology require specific education or certification. Women veterans may be able to leverage their military training and experience to fulfill these requirements, or they may need to pursue additional education or training.
- **Relevant experience:** Employers often look for candidates with relevant experience in their industry or field. Women veterans may be able to draw on their military experience to demonstrate skills and knowledge that are relevant to the job.
- **Communication and interpersonal skills:** Many jobs require strong communication and interpersonal skills, as well as the ability to work collaboratively with others. Women veterans who have served in leadership roles or have experience working on teams may be particularly well-suited to these positions.
- **Security clearance:** Some positions in government or technology may require security clearance, which can be obtained through the appropriate channels.

Companies that Hire Women Veterans in Virginia

Many companies in Virginia actively recruit and hire women veterans. These companies recognize the unique skills and experiences that women veterans bring to the table, including leadership, teamwork, and problem-solving abilities. Some of the top companies in Virginia that hire women veterans include:

- **Dominion Energy:** This energy company actively recruits women veterans and offers a range of benefits and opportunities, including flexible work arrangements, mentoring, and training programs.
- **Capital One:** This financial services company has a dedicated military recruiting team that actively seeks out veteran candidates for a variety of positions.
- **Booz Allen Hamilton:** This management and technology consulting firm has a strong commitment to hiring veterans, and offers a range of resources to help them transition to civilian life.

Women veterans in Virginia have a range of job opportunities available to them, as well as resources and support to help them navigate the job market. By leveraging their unique skills and experiences, women veterans can find fulfilling and meaningful work in a variety of industries and professions.

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EMPOWERING WOMEN VETERANS

Women have been serving in the United States military since the Revolutionary War. However, it was not until 1948 that women were formally integrated into the military. Since then, women have served in every major conflict and have made significant contributions to the defense of the nation. Today, women comprise approximately 16% of the active duty military and 18% of the National Guard and Reserve.

Despite their contributions and sacrifices, women veterans often face unique challenges when transitioning to civilian life. These challenges can range from difficulties finding employment to navigating the complex Veterans Affairs system. Fortunately, there are organizations, programs, and companies dedicated to supporting women veterans during this transition period.



One of the biggest challenges that women veterans face when transitioning to civilian life is finding meaningful employment. According to a report by the National Women's Law Center, women veterans are more likely to be unemployed than their male counterparts and civilian women, despite their valuable skills and experience gained through their military service. However, there are several organizations, programs, and companies that are dedicated to supporting women veterans in their successful transition to civilian careers.

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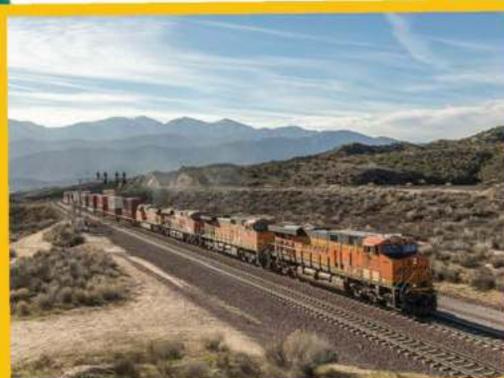
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Empowering Women Veterans Cont.

One such organization is the Service Women’s Action Network (SWAN), which was founded in 2007. SWAN is a nonprofit organization that advocates for the rights of women who have served in the military. Their mission is to ensure that all servicewomen receive the support, resources, and respect they deserve. SWAN offers a range of services, including legal assistance, counseling, and advocacy. They also provide mentorship opportunities and host events that promote networking and professional development.

Another organization dedicated to supporting women veterans is the Women Veterans Alliance (WVA). Founded in 2015, WVA is a nonprofit organization that provides resources, support, and advocacy to women veterans. They host networking events, workshops, and conferences that provide education, training, and career opportunities. WVA also offers mentorship and leadership programs designed to help women veterans succeed in their post-military careers.

The Veterans Affairs Department (VA) also provides resources and support to women veterans. The VA Women Veterans Health Care program offers a range of health services, including primary care, reproductive health, mental health, and gender-specific care. The VA also offers employment services, education and training, and housing assistance. Additionally, the VA has established the Center for Women Veterans, which serves as a central point of contact for women veterans seeking information and resources.



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Empowering Women Veterans Cont.

There are also several programs designed specifically to support women veterans in their transition to civilian careers. One such program is the Veterans in Piping (VIP) program, which is administered by the United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry (UA). The VIP program provides 18 weeks of free training in pipefitting, welding, and HVAC systems. Upon completion of the program, participants are connected with UA contractors for job placement.

Another program designed to support women veterans in their post-military careers is the Veterans' Employment and Training Service (VETS) Women Veterans Program. VETS offers career counseling, job placement assistance, and training opportunities to women veterans. They also offer grants to organizations that provide training and employment services to women veterans.

In addition to organizations and programs, there are also companies that are committed to hiring and supporting women veterans. One such company is Amazon, which has committed to hiring 25,000 military veterans and spouses from 2021 to 2025. Amazon also offers a Military Leaders Program, which provides leadership training and career development opportunities to veterans. Other companies that are committed to hiring and supporting women veterans include Booz Allen Hamilton, Comcast NBCUniversal, and JPMorgan Chase & Co.

Empowering women veterans requires a collective effort from organizations, programs, and companies. It is important to recognize the unique challenges that women veterans face and provide them with the resources and support they need to succeed. By doing so, we can ensure that women veterans are able to leverage their skills, experience, and training to achieve their full potential in their post-military careers.



SUPPORTING VETERANS' MENTAL HEALTH

Serving in the military is a unique and challenging experience that can have a lasting impact on a person's mental health. The stressors of military life, such as combat exposure, long deployments, and the loss of fellow service members, can contribute to the development of mental health issues such as post-traumatic stress disorder (PTSD), depression, and anxiety.

Unfortunately, many veterans struggle to access the mental health care they need once they return to civilian life. This can lead to a range of negative outcomes, including difficulty transitioning to civilian life, substance abuse, unemployment, and even suicide. It's crucial that we as a society prioritize supporting the mental health of our veterans and provide them with the resources they need to navigate post-service life successfully.





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Understanding the Mental Health Challenges Facing Veterans

Before we can effectively support the mental health of veterans, it's essential to understand the unique challenges they face. One of the most significant challenges is the stigma surrounding mental health in the military. Many service members are hesitant to seek help for mental health issues because they fear it will harm their careers or be viewed as a sign of weakness. This stigma can follow them into civilian life, where they may continue to feel shame or embarrassment about seeking help.

Another challenge is the high prevalence of mental health issues among veterans. According to the Department of Veterans Affairs (VA), around 1 in 3 veterans who seek VA health care have a mental health diagnosis. PTSD is particularly common, with an estimated 11-20% of veterans who served in Iraq or Afghanistan experiencing PTSD in a given year. Depression and anxiety are also prevalent, with approximately 12-15% of veterans experiencing these conditions.

Finally, many veterans face significant challenges in their transition to civilian life. They may struggle to find employment, access affordable housing, or adjust to the social norms of civilian society. These challenges can exacerbate mental health issues and make it more difficult for veterans to access the care they need.

Women Veterans and Mental Health Challenges

Women veterans face unique challenges when it comes to mental health. They are more likely to experience sexual harassment and assault while serving in the military, which can lead to PTSD, depression, and other mental health issues. Women veterans may also face challenges related to balancing family responsibilities and military service, which can affect their mental health. In addition, women veterans often have limited access to mental health services, particularly those that specialize in women's mental health. These challenges can make it difficult for women veterans to get the mental health support they need.





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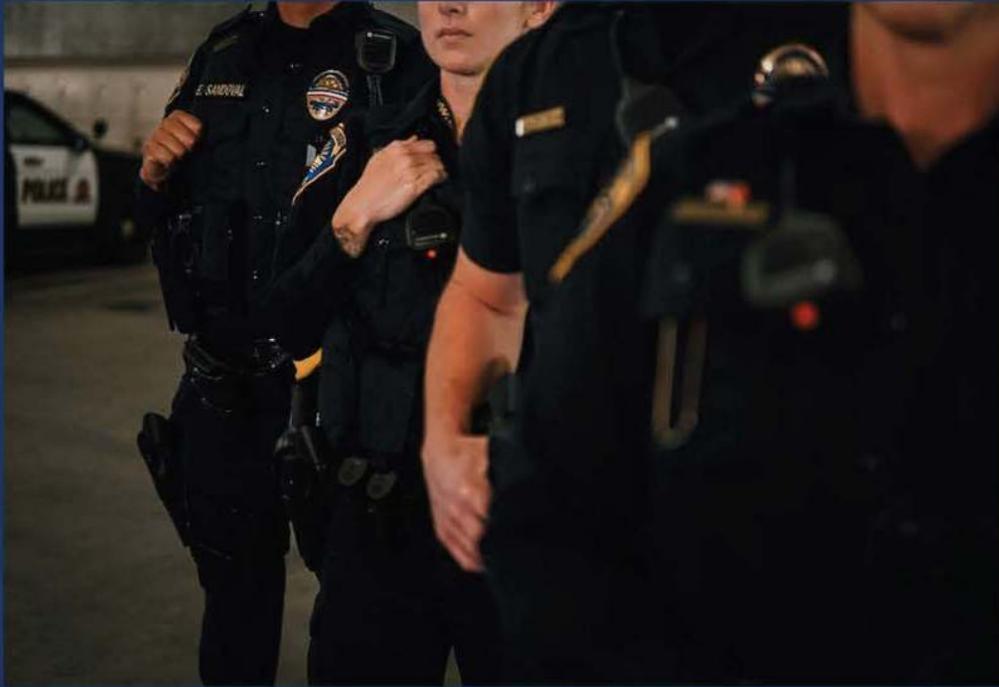
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Despite the challenges, there are many innovative solutions that have been developed to support the mental health of veterans. Here are a few examples:

- **Telehealth Services:** Telehealth services allow veterans to access mental health care remotely, which can be particularly beneficial for those who live in rural areas or have mobility issues. These services use video conferencing technology to connect veterans with mental health professionals, making it easier for them to get the care they need.
- **Peer Support Programs:** Peer support programs connect veterans with other veterans who have experienced similar challenges. These programs can help veterans feel less isolated and provide them with a supportive community. Peer support programs can take many forms, from formal programs offered by the VA to informal groups organized by veterans themselves.
- **Service Dog Programs:** Service dogs have been shown to have a positive impact on veterans' mental health. Dogs can provide emotional support, help veterans feel less isolated, and reduce symptoms of PTSD. Many organizations offer service dog programs specifically for veterans, and the VA may provide financial assistance for veterans who need a service dog.
- **Employment and Education Programs:** Veterans who have difficulty finding employment or accessing education may benefit from programs specifically designed to support their needs. These programs can help veterans build new skills, connect with potential employers, and access financial support.
- **Collaborative Care Models:** Collaborative care models involve mental health professionals working closely with primary care providers to provide integrated care. This approach can be particularly beneficial for veterans with complex health needs, as it ensures that all of their health care providers are working together to support their overall well-being.

Supporting veterans' mental health is a critical component of helping them navigate post-service life. Veterans face many challenges when transitioning to civilian life, and mental health issues can make this transition even more challenging. By providing comprehensive mental health services and innovative approaches to care, we can help veterans manage their mental health and improve their overall well-being



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- Applied Bachelor's Degree in Data Analytics**
- Applied Bachelor's Degree in Cybersecurity**

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INNOVATIVE SOLUTIONS TO END VETERAN'S HOMELESSNESS

Veterans homelessness is a complex problem that requires innovative solutions to end it. The men and women who have served our country deserve more than living on the streets. According to the U.S. Department of Housing and Urban Development, there were approximately 37,000 homeless veterans in the United States in 2021. However, this number does not include the thousands of veterans who are at risk of homelessness or who are living in precarious situations.

Fortunately, there are organizations and programs across the country working to end veterans homelessness. These programs and initiatives provide innovative solutions that not only offer immediate assistance but also provide long-term support and resources to help veterans successfully reintegrate into society.

One such program is the Department of Veterans Affairs' Supportive Services for Veteran Families (SSVF) program. The SSVF program provides funding and resources to organizations that assist veterans and their families in obtaining and maintaining stable housing. The program offers a range of services, including case management, legal assistance, financial counseling, and employment support, to help veterans achieve housing stability.

Another innovative solution to end veterans homelessness is the Housing First approach. The Housing First model provides housing to veterans without preconditions, such as sobriety or employment, and then provides support and services to help them maintain their housing and address any underlying issues that may have contributed to their homelessness. This approach has been successful in reducing homelessness among veterans and has been implemented in several cities across the country.



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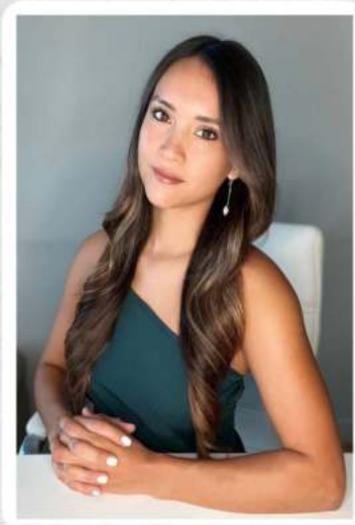
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Innovative Solutions To End Veteran's Homelessness Cont.

The Veterans Affairs Supportive Housing (VASH) program is another initiative that provides rental assistance to veterans who are homeless or at risk of homelessness. The program combines rental assistance with case management and clinical services to help veterans maintain stable housing and address any health or mental health issues that may have contributed to their homelessness.

In addition to these programs, there are also several grassroots organizations working to end veterans homelessness. These organizations provide a range of services, including emergency shelter, food, clothing, and medical care, to help veterans who are living on the streets. Some of these organizations also offer job training and education programs to help veterans achieve long-term self-sufficiency.

One such organization is Veterans Village of San Diego, which provides comprehensive services to veterans, including emergency and transitional housing, job training, education, and mental health services. The organization's goal is to help veterans achieve long-term stability and independence by addressing their physical, emotional, and social needs.

Overall, ending veterans homelessness requires a multifaceted approach that addresses the root causes of homelessness while providing immediate assistance to veterans in need. Programs such as SSVF, Housing First, and VASH, as well as grassroots organizations like Veterans Village of San Diego, provide innovative solutions that offer hope and support to veterans struggling with homelessness.

While progress has been made in reducing veterans homelessness in recent years, there is still much work to be done. It is essential that we continue to support and fund these programs and initiatives to ensure that every veteran has access to safe, stable housing and the resources they need to successfully reintegrate into society. By working together, we can end veterans homelessness once and for all.





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