



# Fort Hood Region Veterans Inventory Initiative

Quarterly Report, January - March 2011

An assessment of the intentions, educational level, skills, employment desires, and suggestions to improve the Fort Hood region's "Quality of Place" for Soldiers leaving military service at Fort Hood, Texas.





**Quarterly Report: 2nd Quarter, FY 2011**  
(January - March 2011)

**A. BACKGROUND:** Operation Economic Transformation is the Greater Killeen Chamber of Commerce plan to identify, measure, and capitalize on new and emerging economic development opportunities present in the Fort Hood region. One key recommendation was to regularly administer a survey designed to capture insightful information regarding the skills and desired career fields of veterans separating from military service at Fort Hood. In July 2006, the following parties entered into a Memorandum of Understanding (MOU) to routinely inventory the intentions, educational level, skills, employment desires, and suggestions of separating Soldiers in order to improve the Fort Hood regional “Quality of Place”:

- Fort Hood Adjutant General/Army Career and Alumni Program (ACAP)
- Workforce Solutions of Central Texas - Board
- Workforce Solutions of Central Texas - Service Centers
- Greater Killeen Chamber of Commerce
- Heart Of Texas Defense Alliance
- Texas Veterans Commission

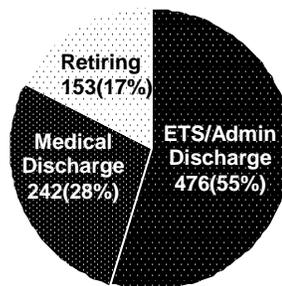
Data is collected via a voluntary twelve-question survey administered during either the Transition Assistance Program (TAP) workshop or installation final clearance<sup>1</sup>. The purpose for the collection and analysis of this data is threefold:

1. Develop and retain the region’s skilled and motivated military Veteran workforce;
2. Foster innovation and entrepreneurship; retain existing businesses, and attract new business to the region; and
3. Align the efforts of the participating agencies to enhance options for current and future/potential residents.

**B. DEMOGRAPHICS**

1. For the 2nd Quarter (January - March 2011), 872 Soldiers completing their military service responded to the survey with the demographics graphed below.

**DEMOGRAPHIC DISTRIBUTION**



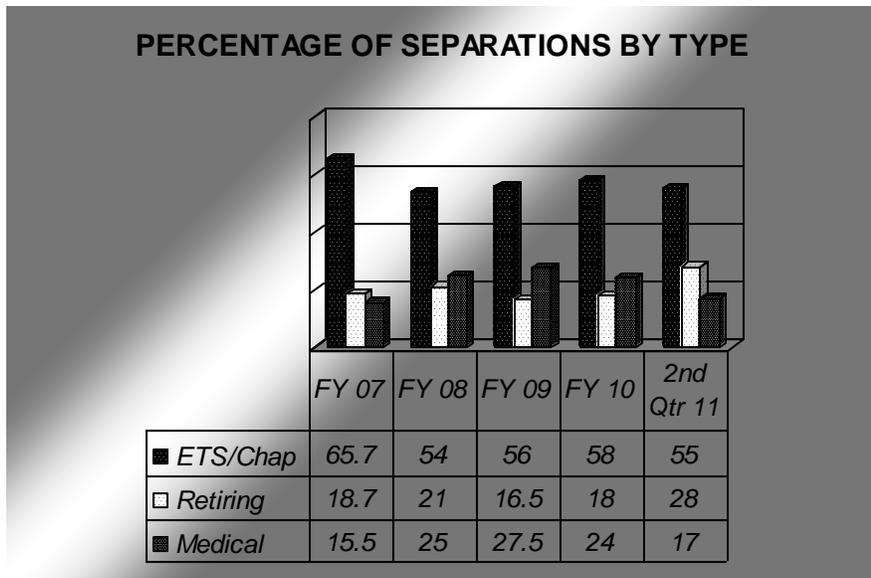
**2nd QTR 2011**

<sup>1</sup> Retiring Soldiers may participate in TAP up to two years prior to their retirement date, while non-retiring Soldiers may participate up to one year in advance. For FY 2010, 28% of TAP participants are within 90 days of separation; an additional 50% are within 180 days of separation. Current legislation has been introduced to Congress known as the Hiring Heroes Act of 2011 that will require all Soldiers separating from the military to attend the TAP seminar and will provide the opportunity for more Soldiers to participate in the optional Veterans Inventory Initiative survey.

**FORT HOOD REGION VETERANS INVENTORY INITIATIVE**



2. The Veteran's Inventory Initiative has collected data on why Soldiers are separating from the service since FY 2007 and, over that period, there have been eighteen recurring quarterly reports with a total of 16,390 separating Soldiers. The following graph compares reasons for separation from FY 2007 through 2nd Quarter 2011. The data shows that the number of Soldiers separating due to ETS and medical has decreased, whereas those separating due to retirement has significantly increased. The increase in those leaving the service due to retirement may be a function of the improving economy and job market in the area or Soldiers may be retiring earlier than in previous years; we will continue to monitor this in the future to see if there is any trend possibly related to these two factors.



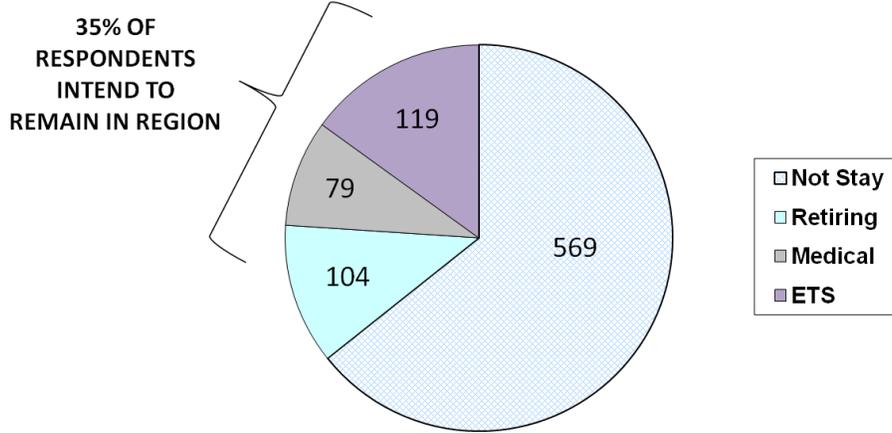
**C. INTENTIONS ON STAYING IN THE REGION:** The respondents were surveyed regarding their intentions on remaining in the region (within 30 miles of Fort Hood – generally equating to the Killeen-Temple-Fort Hood Metropolitan Statistical Area) when their service ended.

1. 302 respondents (representing 35% of all respondents) indicated they intended to stay in the region. This data represents:

- a. 104 retirees (68%) of all retirement eligible respondents.
- b. 198 (27.6%) of non-retirement eligible respondents.

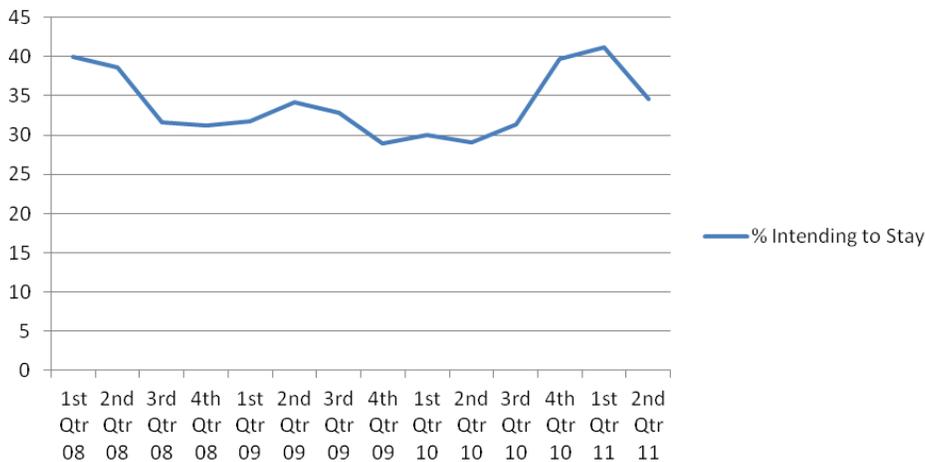
In addition, 136 (24%) of the 569 who responded they did not intend to stay in the region, would do so if desirable employment were available.

**FORT HOOD REGION VETERANS INVENTORY INITIATIVE**



2. When analyzing data of Soldiers' intentions on remaining in the Temple-Killeen-Fort Hood MSA from October 2007 to March 2011, the graph below indicates that the percent of Soldiers intending to remain in the area has consistently averaged between 29 and 41 percent. Data for this quarter decreased from 1st Qtr 2011, but it is still within the historical range.<sup>2</sup> We will continue to monitor this information.

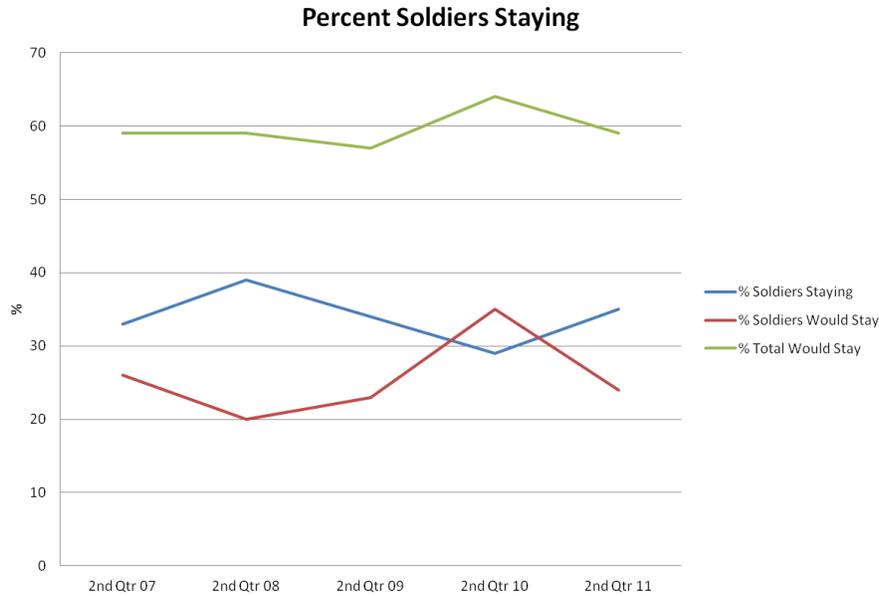
**Percent Intending to Stay**



Respondents are able to more clearly indicate the intentions of their plans and desires once leaving the service. For this quarter, in addition to the 35% remaining in the area, another 16% would stay if desirable employment was available. Over the past four years, the total amount of respondents intending to stay in the area has averaged 59.6%. This data clearly demonstrates that desirable employment readily available within the MSA is a strong driving force in retaining Soldiers in this area following their service in the military.

<sup>2</sup> However, because these surveys are completed up to one year for non-retiring Soldiers and two years for retiring Soldiers before actually leaving the service, "intent" to remain (or leave) may change by the actual separation date.

**FORT HOOD REGION VETERANS INVENTORY INITIATIVE**

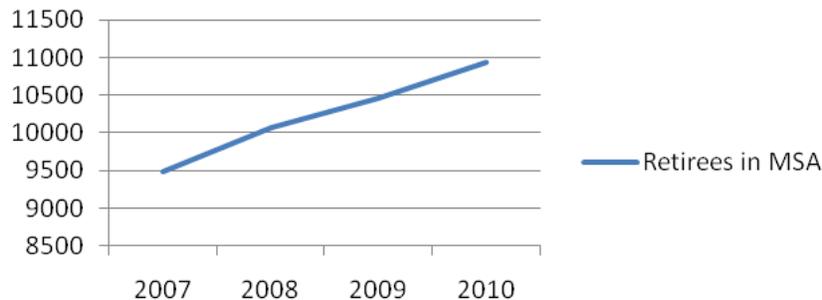


3. Military retirees residing in the MSA: While the Veterans Inventory Initiative only surveys the intent of Soldiers departing the service, it is possible to more accurately track the disposition of the retiring population using data from the Retired Army Personnel System, which provides the actual numbers of retired Soldiers to zip code level. For the ninth quarter in a row, the rate of growth for retirees in the Killeen-Temple-Fort Hood MSA increased slightly; since February 2009, the number of military retirees grew by 7.3 percent in the Killeen-Temple-Fort Hood MSA. According to the Retired Army Personnel System data below, Killeen, Harker Heights, and Belton experienced growth rates exceeding the MSA average for the two year period of 2009-2011. An additional factor might be military retirees moving back into the Central Texas/Fort Hood area immediately upon retirement after having lived (been stationed) somewhere else. This is consistent with the latest census data that states the Bell County population increased by 30.4% from the years 2000 - 2010.

	<b>FEB 2009</b>	<b>FEB 2010</b>	<b>% GROWTH 2009-2010</b>	<b>FEB 2011</b>	<b>% GROWTH 2010-2011</b>	<b>% GROWTH 2009-2011</b>
<b>KILLEEN</b>	8043	8319	+3.4	8709	+4.7	+8.3
<b>COPPERAS COVE</b>	3013	3095	+2.7	3147	+1.7	+4.4
<b>HARKER HEIGHTS</b>	1828	1950	+6.7	2022	+3.7	+10.6
<b>TEMPLE</b>	1137	1178	+3.6	1183	+4	+4
<b>KEMPNER</b>	887	899	+1.4	941	+4.7	+6.1
<b>BELTON</b>	815	851	+4.4	884	+3.9	+8.5
<b>LAMPASAS</b>	348	361	+3.7	373	+3.3	+7.2
<b>GATESVILLE</b>	350	356	+1.7	364	+2.2	+4
<b>NOLANVILLE</b>	267	270	+1.1	285	+5.6	+6.7
<b>SALADO</b>	207	213	+2.9	215	+9	+3.9
<b>MSA</b>	16895	17492	+3.5	18123	+3.6	+7.3



## Retirees in MSA



Overall, the growth in numbers of military retirees in the Temple-Killeen-Fort Hood MSA increased by 3.6 percent during the past year and by 7.3 percent during the past two years. As stated before, desirable employment readily available in the area is a strong driving force to retaining Soldiers in this area. In April 2008, the Texas Comptroller certified that the direct economic impact of military retirees and surviving annuitants in the Killeen, Temple, Fort Hood MSA (Bell, Coryell and Lampasas counties) equates to \$791.5 million annually. We will continue to monitor retiree data to determine the potential relationship between intent and the number of retirees that actually remain in the region.

In addition to tracking the retiree military growth rate for the Killeen-Temple-Fort Hood MSA, we are also able to track the military retiree rate of growth for north Texas (174 counties less the Killeen-Temple-Fort Hood MSA). From December 2007 to February 2011, the rate of growth of military retirees in north Texas was 4.2% compared to the rate of growth for military retirees in the Temple-Killeen-Fort Hood area which was 13.9% for the same time period.

Additionally, while the national economy was continuing to experience the effects of the slowly recovering economy as a result of the recession this reporting period, the Killeen-Temple-Fort Hood MSA:

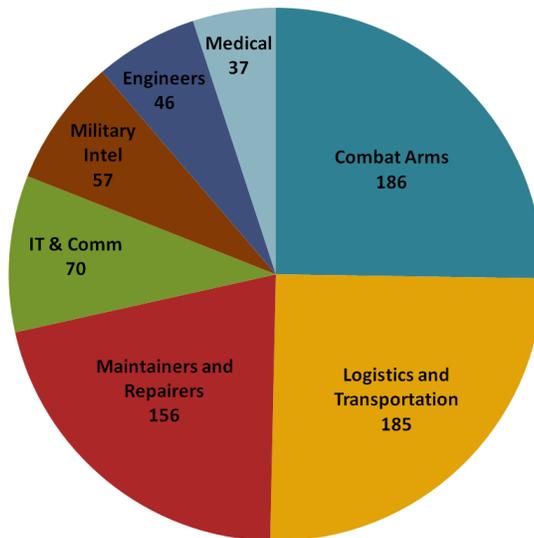
- a. Unemployment rate in the area is 7.1% while the U.S. average is 10.2%. (www.bestplaces.net, Feb 2011).
- b. Population growth of 15.07% since 2000 in the Killeen-Temple-Fort Hood metropolitan area, Sperling's, www.bestplaces.net, Feb 2011.
- c. Bell County grew by one-third and climbed to number 16 in the state of 254 counties in terms of population size, U.S. Census Bureau, 17 Feb 2011.
- d. The Killeen-Temple-Fort Hood metro area's cost of living is 19.4% lower than the U.S. average, Sperling's, www.bestplaces.net, Feb 2011.
- e. Compared to the rest of the country, the Killeen-Temple-Fort Hood metro area's cost of living is 19.4% lower than the U.S. average, Sperling's, www.bestplaces.net, Feb 2011.
- f. Central Texas continued to outpace the state and nation in job growth in 2010; the Killeen-Temple-Fort Hood MSA added 600 non-agricultural jobs in December 2010, Texas Work Force Commission, 21 Jan 2011.
- g. The real estate market in the Killeen-Fort Hood-Temple area relatively stable, Fort Hood Area Association of Realtors, 19 November 2010.



- h. Texas A&M University - Central Texas enrollment up to 2558 during spring semester 2010; a 2006 economic impact study by GKCC estimated that an enrollment of 2500 students would bring approximately \$37 million to the area and create over 650 new jobs, 1 Feb 2010.
- i. Killeen ranked #1 on the Best Cities for Jobs list in 2011, moving up from #4 in 2010, [www.forbes.com](http://www.forbes.com), May 2011.
- j. Central Texas College ranked 13 out of 50 for one of the fastest growing two-year colleges in the country ([www.ccweek.com](http://www.ccweek.com), June 2010) and named one of the Top 20 Military-Friendly Colleges and Universities (KMI Media Group and Military Advanced Education).

In addition to these indicators of economic stability for the Killeen-Temple-Fort Hood MSA, there are many other indicators of growth and stability in the area such as construction of the new Darnall Army Medical Center, construction of the new Seton Medical Center in Harker Heights, three new military medical clinics in Harker Heights, Copperas Cove and Killeen, a 3.9% increase in 2010 over the 2009 enplanements at the Killeen-Fort Hood Regional Airport, as well as the opening and increasing enrollment of the new Texas A&M University-Central Texas.

**D. MILITARY OCCUPATIONAL SPECIALITIES:** Departing Soldiers represented 148 different Military Occupational Specialities. However, 76% (654/860 respondents) can be grouped into five general areas: Combat Arms, Logistics/Transportation, Maintainers/Repairers, Information Technology/Communications, and Military Intelligence. This is the fourth time that Military Intelligence was ranked as one of the top reported MOSs and is most likely a result of the 504th Battlefield Surveillance Brigade returning from deployment in January 2010. Engineers and Medical have been in the top five recently and they are included here as the sixth and seventh grouping.



**COMBAT ARMS**

The types of units at Fort Hood (five Brigade Combat Teams and one Fires Brigade at the time of this report) and deployment cycles explains the higher number of Combat Arms Soldiers leaving the service. Most, if not all, will be combat veterans of the Iraq/Afghanistan campaigns, which have a distinctive small-unit focus by their nature. Therefore, in addition to the skills listed below, these Soldiers would likely have extensive leadership and staff planning skills that far surpass those of their civilian peers.

## FORT HOOD REGION VETERANS INVENTORY INITIATIVE



Soldiers in combat arms comprise 21.6 percent of the reported fields.

<b>Infantry (69)</b>	Member or leader who individually employs small arms/heavy anti-armor weapons in support of combat operations
<b>Field Artillery (55)</b>	Operate or supervise high technology cannon artillery weapons, automated tactical data systems, intelligence activities, target processing, radar operations, artillery surveying operations, or meteorological observation.
<b>Armor (39)</b>	Member or leader who employs main battle tanks or cavalry fighting vehicles in combat operations, and performs reconnaissance and security.
<b>Air Defense Artillery (23)</b>	Operate command/control/communications/computer information systems or the lightweight, highly mobile Avenger or medium weight Patriot Air Defense Missile systems.

### LOGISTICS AND TRANSPORTATION

Soldiers serving in the logistics and transportation fields comprise 21.5 percent of reported fields.

<b>Motor Transport Operator (49)</b>	Supervises and operates wheel vehicles to transport personnel and cargo. Oversees and checks proper loading and unloading of cargo on vehicles and trailers.
<b>Unit Supply Specialists (32)</b>	Supervise or perform duties involving the request, receipt, storage, issue, accountability, and preservation of individual, organizational, installation, and expendable supplies and equipment.
<b>Food Service Specialists (28)</b>	Supervise or prepares, cooks and serves food in field or garrison food service operations.
<b>Automated Logistical Specialists (26)</b>	Supervise and perform management or stock record/warehouse functions pertaining to receipt, storage, distribution and issue, and maintain equipment records and parts.
<b>Petroleum Supply Specialists (23)</b>	Supervise the receipt, storage, accountability, and cares for dispensing, issuing and shipping bulk or packaged petroleum, oils, and lubricants.
<b>Ammunition Supply Specialists (9)</b>	Assists in receipt, storage, issue, maintenance, modification, destruction, and demilitarization of explosive items. Performs ammunition supply stock control and accounting duties using both automated and manual procedures.

### MAINTAINERS/ REPAIRERS

Soldiers that work in the field of maintenance and repair comprise 20.8 percent of the population.

<b>Special purpose (45)</b>	15 different low-density fields that require a degree of technical skills that would support the repair and maintenance of Army vehicles and equipment. These skills include metal workers (welders), machinists, small arms and fire control repair, power generation,
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	computer/detection systems, radar, avionic communication equipment, and special purpose equipment (such as HVAC and refrigeration systems).
<b>Wheeled Vehicle Mechanics (44)</b>	Supervise and perform unit, direct support and general support level maintenance and recovery operations on light and heavy wheeled vehicles, their associated trailers and material handling equipment.
<b>Aviation repairers (44)</b>	10 different enlisted specialties (less pilots and air traffic controllers) ranging from aircraft structural repairers to airframe-specific armament/electrical/avionics system repairers.
<b>Tracked Vehicle Mechanics (27)</b>	Perform or supervise unit maintenance, diagnose, and troubleshoot malfunctions on gas turbine and diesel power plants; the suspension, steering, hydraulics, auxiliary power units, and the armament/fire control systems on tracked vehicles including the M1 Abrams main battle tank and Bradley Fighting Vehicle.

**INFORMATION TECHNOLOGY AND COMMUNICATIONS**

The information technology and communications field makes up 8.1 percent of the fields reported.

<b>Signal Support Systems Specialist (30)</b>	Supervise, install, employ, maintain, troubleshoot and assist users with battlefield signal support systems, terminal devices, satellite communications equipment and automated telecommunications computer systems, to include local area networks, wide area networks and routers. Integrate signal systems and networks; performs unit level maintenance on authorized signal equipment and associated electronic devices; train and provide technical assistance to users of signal equipment.
<b>Information Technology Specialist (12)</b>	Supervise, install, operate and perform unit level maintenance on multi-functional/multi-user information processing systems, peripheral equipment, and associated devices. Perform analyst and information assurance functions and conducts data system studies. Perform Information Services Support Office (ISSO) duties of printing, publications, records management and Communication Security (COMSEC) custodian functions and certification authority duties in support of the Defense Message System (DMS).
<b>Multichannel Transmission System Operator-Maintainer (9)</b>	Supervise, install, operate and perform unit level maintenance on multi-channel line-of-site and tropospheric scatter communications systems, communications security (COMSEC) devices, and associated equipment.
<b>Radio Operator-Maintainer (5)</b>	Radio Operator-Maintainers are primarily responsible for all maintenance checks and services on assigned radio communication equipment.
<b>Cable Systems Installer-Maintainer (4)</b>	Cable Systems Installer-Maintainers are primarily responsible for installing, operating and performing maintenance on cable and wire communications systems, communication security devices and associated equipment.



**MILITARY INTELLIGENCE**

The military intelligence field makes up 6.6% of the fields reported.

<b>Intelligence Analyst</b> (24)	Supervises, performs, or coordinates collection management, analysis, processing, and dissemination of strategic and tactical intelligence.
<b>Military Intelligence Systems Maintainer/Integrator</b> (8)	Performs and supervises maintenance, integration, and electronics monitoring on various computer systems. Conducts computer network operations, installs and reconfigures computer hardware and software and authors web applications.
<b>Human Intelligence Collector</b> (8)	Supervises and conducts debriefings and interrogations and elicitation in English and foreign languages for positive intelligence and force protection information. Translates documents, prepares and edits reports. Conducts analysis and performs briefings.
<b>Signals Intelligence Analyst</b> (7)	Supervises and performs analysis and reporting of intercepted foreign communications. Performs collection management and produces intelligence reports.

**ENGINEERS**

The engineer field makes up 5.3% of the fields reported.

<b>Combat Engineer</b> (24)	Engaged in providing mobility, counter-mobility and survivability support to combat forces. Operates, directs and assists in the operation of various light and heavy engineer wheeled and tracked vehicles. Directs construction of shelters and assembly of military fixed bridges.
<b>Other</b> (17)	8 Construction Engineers, 3 Carpentry and Masonry Specialists, 2 Firefighters, 3 Interior Electricians, and 1 Plumber

**MEDICAL**

Personnel in the medical field make up 4.3% of the reported fields.

<b>Health Care Specialist</b> (22)	Provide emergency medical treatment, limited primary care, force health protection, evacuation in a variety of operational and clinical settings from point of injury or illness through the continuum of military health care under the supervision of a physician, nurse or physician's assistant. As a field combat medic, provides emergency medical care/treatment at point of wounding on the battlefield or to battle and non-battle casualties during wartime.
<b>Other</b> (14)	2 Medical Lab Specialists, 2 Operating Room Specialists, 1 Vet Food Insp Spec, 1 Nutrition Care Spec, 1 Biomedical Equipment Specialist, 1 Patient Admin Spec, 1 Animal Care Spec, 1 Respiratory Spec



**E. DESIRED POST- MILITARY SERVICE EMPLOYMENT:** Respondents are asked to indicate the type (or types) of post-military employment they desire. In order to standardize input for ease of analysis, the survey provides 14 broad categories conforming to industry categories found in the North American Industrial Classification System (NAICS), but respondents may write in and/or amplify any area not listed. For this 2nd Quarter report, the top five desired categories of post-military service employment were<sup>3</sup>:

**SOLDIER**

**SPOUSE**

- 1. Law Enforcement/Security: 109
- 2. Management/Business: 83
- 3. Medical/Health Field: 79
- 4. Equipment Maintenance/Repair: 72
- 5. Transportation/Warehouse: 70

- 1. Medical/Health Field: 87
- 2. Administrative/Office: 59
- 3. Education/Teaching: 40
- 4. Transportation/Warehouse: 33
- 5. Management/Business: 27

The anomalies in Military Occupational Specialty data may have been carried over to the types of post-service employment desired. Because of the higher number of Combat Arms respondents eligible to leave the military this quarter due to the redeployment cycles, Law Enforcement as a desired career after military service has continued to remain one of the top three desired careers after leaving the service since Oct 2007. A wide range of possibilities available in the Law Enforcement area is apparently appealing. Once again, a career in the Management/Business field is listed as one of the top three desired careers after military service and has been since October 2007. For the past fifteen months, a career in the Medical/Health Field was one of the top three desired second careers and has been since January 2010.

Since July 2008, the Medical/Health Field has topped the list for desired spouse employment, however it dropped out of the top choices this quarter. Since October 2007, the top desired careers have always included Administrative/Office, Education/Teaching, and Management/Business. For the first time since the beginning of the Veteran's Inventory Initiative Reports in 2007, Transportation/Warehouse is now one of the top desired choices for careers. We will continue to follow this to see if this is a beginning trend for spouses.

The top categories of desired post-service employment for those intending to retire from military service are:

- 1. Transportation/Warehouse: 22 responses
- 2. Management/Business: 20 responses
- 3. Equipment Maint/Repair: 19 responses
- 4. Law Enforcement/Security: 16 responses
- 5. Education/Teaching: 15 responses

<sup>3</sup> Employers desiring to hire Fort Hood veterans may post their employment website URL link on the ACAP website ([www.acap.army.mil](http://www.acap.army.mil)). Employers may also coordinate with the Fort Hood Transition Services Manager (Linda Christ at (254)288-6735) to arrange to recruit potential Veteran employees in person Tuesday through Thursday, and briefly address the TAP workshop (industry they represent, skills they are seeking, availability to discuss job opportunities.) Employers may place a job posting via "Work in Texas" ([www.workintexas.com](http://www.workintexas.com)) - a statewide, internet-based job matching system through the Central Texas Workforce Center (254)200-2020. The Texas Veterans Services staff work closely with the Central Texas Workforce Business Services including job development, direct referrals, and military skills-civilian occupations matching. Contact Jerry Butts (Killeen: (254)200-2026) or Waverly Hargrove (Temple: (254)773-1607, ext 4032) for more information.

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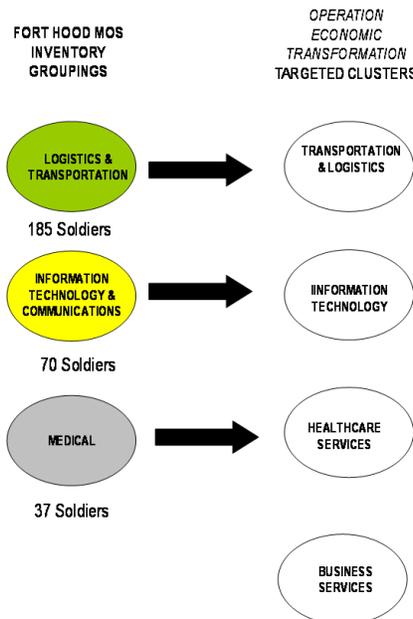
Retiring Soldiers listed Transportation as an area for post-service employment which has been one of the top five choices since October 2008. Again, this is most likely a function of the high volume of respondents this quarter whose MOS was Transportation and Logistics which has always been one of the top three MOSs since January 2008. Since October 2007, Education/Teaching has always been one of the top five desired employment choices after retirement except for the months of October - December 2009. Equipment Maintenance/Repair was listed for the third time as one of the top five desired career choices for those who are retirement eligible. We will continue to monitor this in future reports.

Officers and Non-Commissioned Officers eligible to retire have spent many years leading increasingly larger and more complex organizations, are graduates of an Army Professional Education system that focuses on developing their leadership skills, and have demonstrated success as a result of their longevity of service. In most cases, their skills would include human resource development, supervision of large numbers of subordinates, fiscal planning, etc. Therefore, Management and Administration are areas of post-service employment that are consistent with their training and experience.

The *Operation Economic Transformation* Report identified four “target industries” or clusters that present the Greater Fort Hood Region with immediate opportunities for economic growth:

- Information Technology
- Transportation and Logistics
- Healthcare Services
- Business Services

Clusters are geographic concentrations of interconnected firms and institutions utilizing related applications and serving similar markets. When fully developed, clusters can act as the principal drivers of economic growth and innovation in a region. The report recommended pursuing the development of these four clusters through a coordinated strategy of business retention, recruitment and entrepreneurship.





When separating the respondents into major MOS categories, the data directly correlates to these target clusters in the Operation Economic Transformation Report as shown in the chart above. In addition, because Officers and Non-Commissioned Officers eligible to retire have spent many years of their military career in leadership positions and are graduates of an Army Professional Education system, they have acquired many skills in Management and Administrative roles. This training and experience, regardless of their MOS, would directly correspond with the Business Services cluster.

**F. EDUCATION LEVEL OF THOSE REMAINING IN THE REGION:** Respondents provide their highest level of educational attainment. For this quarter, 72% percent of the respondents who intend to remain in the region have some level of post-secondary education:

1. Some College - 46.7%
2. Associates Degree - 13.2%
3. Baccalaureate Degree - 8.3%
4. Masters Degree - 3.3%

The data from 16,390 Soldiers separating over the last 18 quarters indicates that for those Soldiers who intend to remain in the Killeen-Temple-Fort Hood MSA (both retirement eligible and non-retirement eligible) educational attainment has increased steadily from 2007 to present.

<b>Educational Attainment Level</b>	<b>Percent Increase (Avg)</b>
Some College:	50%
Associates Degree:	0%
Baccalaureate Degree:	6%
Masters Degree:	80%

When comparing the highest level of education that Soldiers had attained between 2007 - 2011, we see that there was no change in Soldiers having an Associate's degree, but there was an increase in Soldiers with Some College, Baccalaureate degrees, and Masters degrees. This demonstrates the fact that these Soldiers have a high degree of self initiative since many of these Soldiers continue to pursue a higher level of education around multiple deployments overseas. Continuing education is an important component to retention and, in today's Army, Soldiers routinely perform in an increasingly sophisticated and technical operating environment in the execution of their duties. Enrollments at the two regional community colleges are up, and the creation of Texas A&M-Central Texas in May 2009 provides additional opportunities for Soldiers pursuing (or finishing) baccalaureate and masters degrees. These Soldiers have acquired a wide range of skills and experience while in the service and, when combined with the high levels of educational attainment, they are highly qualified, valuable, and competitive for the Killeen-Temple-Fort Hood civilian workforce.

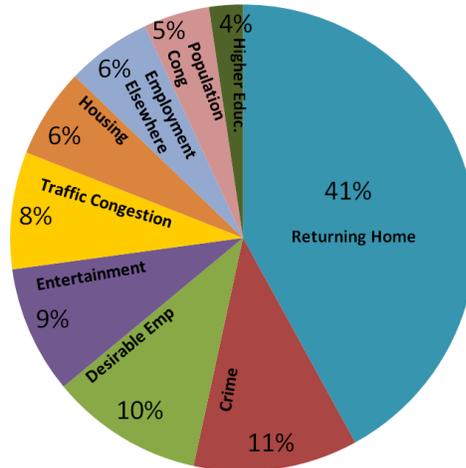
**G. DESIRED "QUALITY OF PLACE" IMPROVEMENTS:**

1. In the past, the Veteran's Inventory Initiative reports have tracked the respondents' desired improvements (their perception of the Central Texas Quality of Place) if remaining in the Killeen-Temple-Fort Hood MSA after separation from the military service. Respondents were also given the opportunity to provide additional comments regarding their response to "quality of



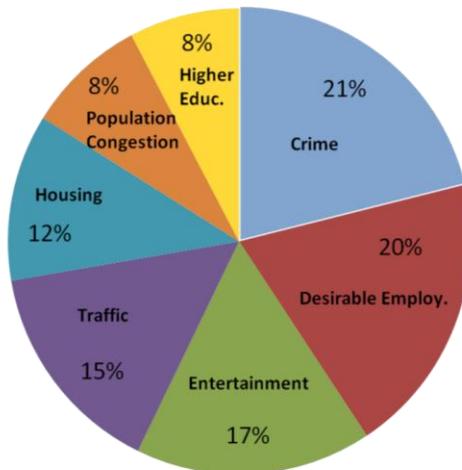
place." The survey was revised in July 2009 to gain more clarity on the quality of place factors that separating Soldiers specifically indicated needed improvement.

**Desired Quality of Place Responses  
2nd Quarter 2011**



After removing the 47% who state they intend to "return to home of record" and "moving for employment elsewhere" choices, the following graph depicts the factors the remaining 53% cite as quality of place issues.

**Quality of Place Desires Needing Improvement  
2nd Quarter 2011**



2. For this quarter, the top two desired quality of place improvements were improvements in the crime rate as well as desirable employment in the area. The perception of population congestion in the area may be a result of several units returning from deployment recently as well as the military's commitment to increase the dwell time between unit deployments as compared to the past several years. Traffic congestion moved to one of the last desired quality

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of place improvements and this may be a result of the recent completion and improvement of entrance/exit ramps and the addition of more lanes on Highway 190. The Texas Department of Transportation also just announced in late September that another section of Highway 190 will be expanded from four to six lanes near Ft Hood in order to ease up some of the traffic congestion in the area and will begin in the summer of 2012.

Only eight percent listed the availability of higher education offerings as a quality of place improvement. CTC signed a memorandum of agreement (MOA) in November 2010 with TAMU-CT that articulate and transfer academic credit between the two institutions to complete an associate's degree with CTC or a bachelor's degree with TAMU-CT. In addition, CTC was named for the fourth consecutive year as one of the Top 20 Military-Friendly Colleges and Universities because of its ability to offer associates degrees via face-to-face classroom instruction as well as a distance learning option while providing maximum credit for military education and training. This two-year college, paired with TAMU-CT, provides many Soldiers and their families a more attainable and affordable option to completing their higher education while serving in the military or after separating from the service. We will continue to monitor this growing upper-level university and its partnership with CTC as it becomes more known in the area. While there are areas that separating Soldiers desire to see improvements to within the MSA, the Killeen-Temple-Fort Hood MSA economy appears to be more stable than many other areas in the country as well as most of Texas which makes this a desirable area to live after separating from the military.

Perceptions versus reality. Specific comments that separating Soldiers cite as desired improvements to the Central Texas "Quality of Place" remain consistent from previous reports. As 75 to 80 percent of Fort Hood Soldiers reside in the communities of Central Texas (98% within 10 miles of the Fort Hood main gate), the comments reflect their perceptions of areas where improvements might further influence their decision to remain in the region when their military service ends. As Operation Economic Transformation points out, "Economic development planning that is responsive to new opportunities...recognizes the increasing importance of quality of place in the attraction and retention of business and workers. Quality of place is about providing options, not just for current residents, but for those who will be residents in the future." Veterans ending their service at Fort Hood are clearly a talented and educated workforce worth retaining in the Central Texas region, and their perceptions of Quality of Place improvements are important feedback to be considered in future planning. We will continue to monitor the responses for any significant changes in subsequent reports.

Additional information not addressed in this quarterly report may be available for release to eligible entities. Requests for specific information should be addressed in writing to Executive Director, Heart Of Texas Defense Alliance at 2916 Illinois Avenue, Killeen TX 76543.

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