



Veterans Inventory Initiative

Quarterly Report, First Quarter, FY 2007

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.



FORT HOOD REGION VETERANS INVENTORY INITIATIVE



Quarterly Report: 1st Quarter, FY 2007

A. BACKGROUND: 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 to improve the Fort Hood regional “Quality of Place” of Soldiers leaving military service at Fort Hood, Texas:

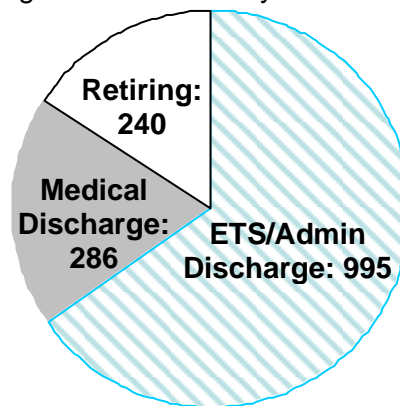
- Fort Hood Adjutant General/Army Career and Alumni Program (ACAP)
- Central Texas Workforce Board
- Central Texas Workforce Development Centers
- Greater Killeen Chamber of Commerce
- Heart Of Texas Defense Alliance
- Texas Veterans Commission

Data is collected via a voluntary twelve-question survey administered during either the Transition Assistance Program workshop or installation final clearance. 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: For the period comprising September-December 2006:

1. 1,524 Soldiers completing their military service at Fort Hood responded to the survey.
2. 84 percent of respondents were leaving military service prior to becoming retirement-eligible, or were being medically discharged. ^{Note 1}
3. 16 percent were retiring after 20 or more years of service



Note 1: Reasons Soldiers leave military service prior to becoming retirement eligible (usually after 20 years of Active service) include Expiration of Term of Service (ETS), i.e. their contractual enlistment term has ended; administrative discharge for a variety of reasons prior to their ETS date; and for medical reasons based upon the recommendations from a board of physicians who determine that a Soldier does not meet medical/fitness retention standards for continued military service.

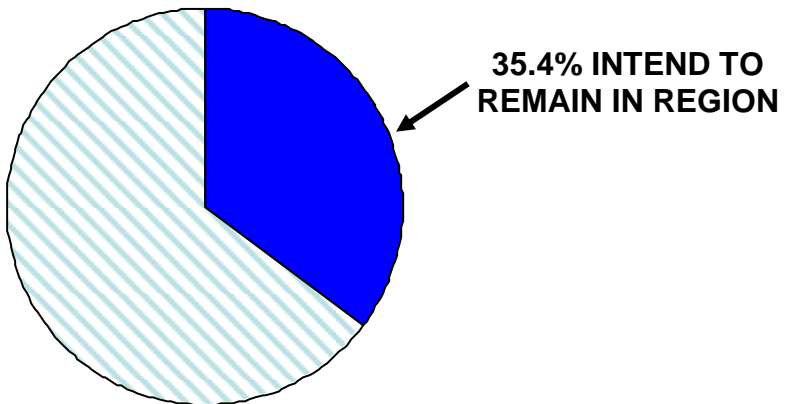
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C. INTENTIONS ON STAYING IN THE REGION:

The respondents were asked to indicate if they intended on remaining in the region (within 30 miles of Fort Hood – generally equating to the Temple-Killeen-Fort Hood Metropolitan Statistical Area) when their service ended.

1. 533 respondents (representing 35.4 percent of all respondents) indicated they intended to stay in the region. That data includes:
 - a. 156 retirees (65% of all retirement eligible respondents)
 - b. 377 (29.4%) of non-retirement eligible respondents
 - c. an additional 42 retirees that responded they did not intend to stay in the region indicated they would do so if desirable employment were available. That equates to the potential for 83 percent of retirement-eligible Soldiers remaining in the region.



2. Trends and Conclusions. Compared to data collected during the 4th quarter/2006, the number of non-retirement-eligible Soldiers indicating their intent to remain in the region rose by 6.4 percent, and retirement-eligible Soldiers who would remain in the region if desirable employment were available rose by 5 percent. 65 percent of retiring Soldiers indicated their intention to stay in the region; if desirable employment were available, the percentage rises to 83 percent.

D. MILITARY OCCUPATIONAL SPECIALTIES: Departing Soldiers represented 153 different Military Occupational Specialties. The top five categories/specialties amounted to 32 percent of the total responses received.

1. **Combat Arms** comprises four separate specialties, listed below, along with the number of respondents. Given the units at Fort Hood (seven Brigade Combat Teams and two Fires Brigades), and deployment cycles, the number of Combat Arms Soldiers leaving the service is predictable. 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.

- a. Infantry (58): member or leader who individually employs small arms/heavy anti-armor weapons in support of combat operations.

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b. Armor/Cavalry (52): member or leader who employs main battle tanks or cavalry fighting vehicles in combat operations, and performs reconnaissance and security.

c. Artillery (48): operates or supervises high technology cannon artillery weapons, automated tactical data systems, intelligence activities, target processing, radar operations, artillery surveying operations, or meteorological observation.

d. Air Defense (19): operates command/control/communications/computer information systems or the lightweight, highly mobile Avenger or medium weight Patriot Air Defense Missile systems.

2. **Logistics Specialist** comprises three separate specialties, listed below, along with the number of respondents in each specialty.

a. Unit Supply Specialists (92Y; 53) supervise or perform duties involving the request, receipt, storage, issue, accountability, and preservation of individual, organizational, installation, and expendable supplies and equipment.

b. Automated Logistical Specialists (92A; 44) supervise and perform management or stock record/warehouse functions pertaining to receipt, storage, distribution and issue, and maintain equipment records and parts.

c. Petroleum Supply Specialists (92F; 35) supervise the receipt, storage, accountability, and cares for dispensing, issuing and shipping bulk or packaged petroleum, oils, and lubricants.

3. **Aviation Specialties.** There were 76 respondents representing 12 different enlisted specialties and six officer/warrant officer specialties, ranging from 13 helicopter pilots to helicopter/avionic repair technicians.

4. **Motor Transport Operators** (88M; 50) supervises (truckmaster/dispatcher) or operates wheel vehicles ranging from sedans/High-Mobility Multipurpose Wheel Vehicles (aka Humvee) to the Heavy Equipment Transporter (capable of line hauling a main battle tank) to transport personnel and cargo. 19 respondents indicated they are in possession of a Commercial Driver's License (CDL). In addition to drivers, eight additional respondents indicated they were multi-modal transportation management coordinators (88N) that monitor, control, and supervise the movement of personnel, equipment, and cargo by rail, highway, and water.

5. **Wheel Vehicle Mechanics** (63B; 48) 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.

E. EDUCATION LEVEL OF THOSE REMAINING IN THE REGION:

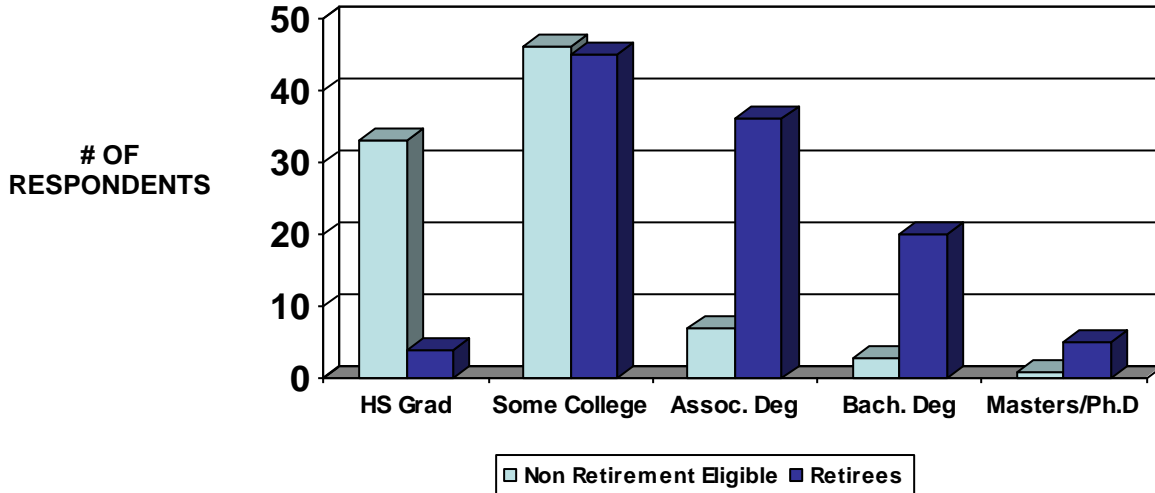
Respondents were asked to indicate their highest level of educational attainment. The data depicted below represents only those respondents who indicated they intended to stay in the region upon completion of their service, and is separated by those eligible for retirement and those Soldiers leaving the service that are not retirement eligible.¹

¹ Data is for 110 retirees and 90 non-retirement eligibles; n=200

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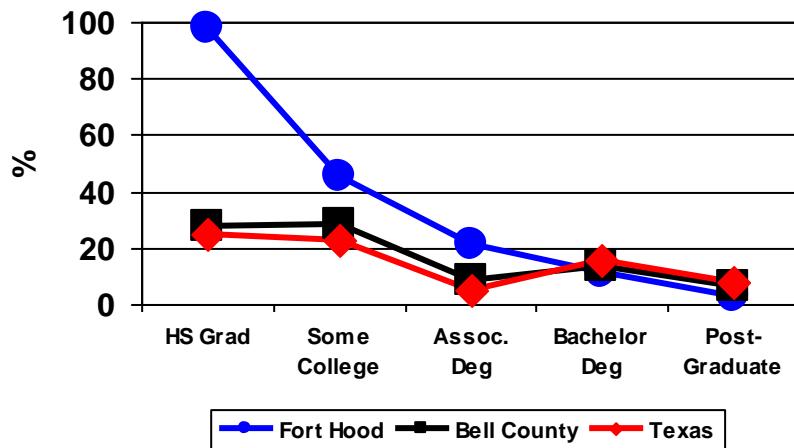


HIGHEST LEVEL OF EDUCATION ATTAINED



1. When the highest level of educational attained by Soldiers leaving the service at Fort Hood is expressed as a percentage of all respondents (rate of educational attainment) and compared to educational attainment for Bell County Texas and the state of Texas as a whole, the following comparison can be made²:

EDUCATIONAL ATTAINMENT COMPARISON



2. Conclusions. The data indicates Soldiers are better-educated than their civilian counterparts in the region and statewide. Continuing education is an important component to retention, and it is routine for Soldiers to perform in an increasingly sophisticated and technical operating environment in the execution of their duties. In 2006, there were 3,415 Fort Hood Soldiers enrolled in Central Texas College, the local community college, pursuing Associates Degrees and/or vocational/technical training; and for academic year 2006, an average of 73 Soldiers were enrolled in upper-

² Source: Texas Higher Education Coordinating Board; also cited on the Texas A&M University Real Estate Center – Market Overview 2006.

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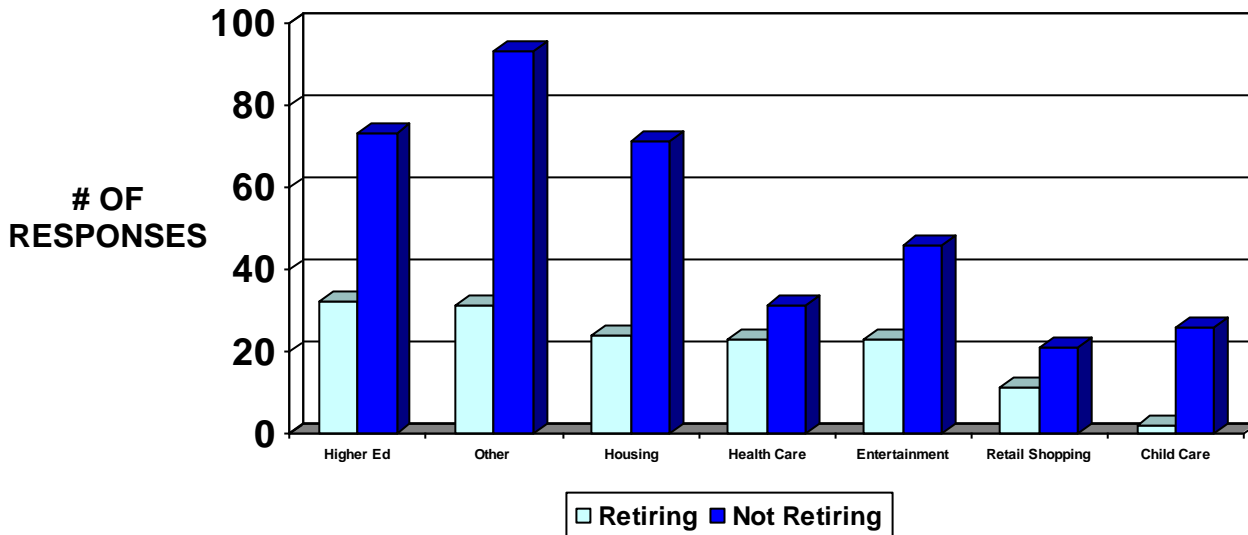


level/graduate coursework at the Tarleton State University System Center – Central Texas. 51 percent of all respondents reported having “some college” or an Associates Degree, and 22 percent of all respondents who indicated they intended to remain in the region after leaving the military have “some college” or an Associates Degree.

F. DESIRED “QUALITY OF PLACE” IMPROVEMENTS:

1. A key consideration in the retention of a talented military Veteran workforce is how those individuals perceive the “Quality of Place” in which they choose to live upon separation from military service. Respondents were asked to indicate the improvements (not limited to one choice, and in many cases, numerous areas were selected) in place criteria that would positively affect their decision to remain in the region. For purposes of this analysis, data is depicted for only those Soldiers who indicated they intended to remain in the region after separation. The data is shown by whether a Soldier is retiring (and staying) or not retirement eligible (and staying).

DESIRED “QUALITY OF PLACE” IMPROVEMENTS



2. In the case of both retiring Soldiers as well as those who were not retirement-eligible, there is consistency in the three criteria that were most often cited as improvements they desire to see:

- Higher Education offerings
- Other (See Below)
- Housing

3. Additional Comments: Respondents were given the opportunity to write in specific suggestions to amplify their response on areas where the region could improve the “quality of place.” There were two predominant responses: More Jobs (47) and Better Pay (27), with 20 respondents indicating they were looking for a post-military job in Law Enforcement, and 15 indicating they desired employment in Transportation and Logistics

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(which potentially correlates with the number of separating Soldiers who held Military Occupational Specialties in Transportation and Logistics specialties (see Paragraph D. above). Additionally, 14 respondents indicated the crime rate in the region was too high, 13 stated there needed to be more community activities (entertainment venues, stores, and restaurants), and 12 cited traffic congestion (highway access) as areas that needed to be improved.

The creation of the future Texas A&M University-Central Texas in the near term should provide the higher education opportunities for Soldiers departing the service, and given the high percentage with “some college” or who already possess an Associates Degree, program expansion may need to be refocused on those areas that more closely align with the military specialties the departing Soldiers worked in. The U.S. Highway 190 improvements (ramp reversal, lane additions, etc.) should aid in the perception that there is disproportionate traffic congestion, and the Downtown Killeen revitalization plan is addressing the perceptions of a higher per capita crime rate. We will continue to monitor the responses to the “quality of place” questions to see if there are significant changes in trends beyond this initial report.

*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 100 W. Central Texas Expressway, Suite 106, Harker Heights, TX 76548.*