



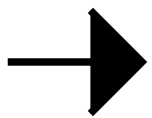
Reach, Retention, & Resolution

Jan 2025



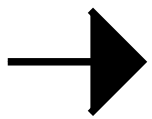
Ms. Jessica M Hanna text
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Mission & Success



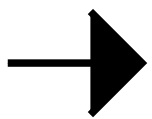
Objective

Reach, Retention, & Resolution aims to address the unique educational struggles of female veterans by offering accessible resources such as online courses, childcare, and financial assistance. Female veterans face a 4.3% unemployment rate compared to male veterans' 2.5%, making education a key tool for employment (Syracuse University et al., 2024)



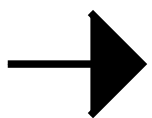
Opportunity

The female veteran population of over 2 Million in the US. today is expected to grow by 18% by 2040 (Veterans Administration, 2020). Female veterans with higher education have higher earnings than those without higher education. Between 25-54% of this population have service connected disability (Social Security Office of Retirement and Disability, 2023). Tailoring support will meet these needs and increase retention.



Resolutions

Reach, Retention, & Resolution seeks to provide flexible online education, childcare, and financial assistance to female veterans. Studies show that approximately 63.6% of female veterans between the ages of 35 - 44 have children in their household, making support like subsidized childcare vital for program completion (United States Census Bureau, 2017).

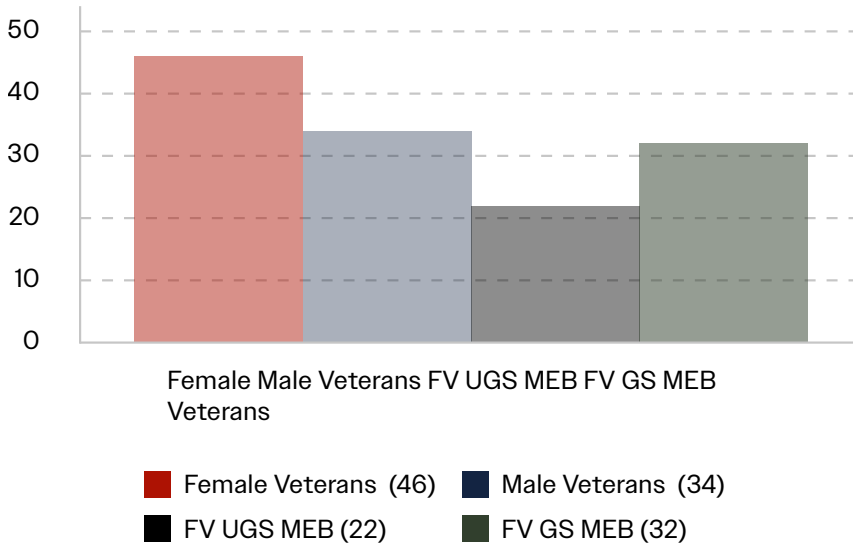


Strategies

Reach, Retention, & Resolution can enhance engagement by offering flexible learning options and peer support. California's female veteran population will reach 11.2% of the total veterans population in 2025 (U.S. Department of Labor, 2016) Outreach can be established at the VAMC-WC, DOR, VR&E, EDD, HUD-VASH, and Career Fairs.

Research

Female veterans face unique challenges in transitioning to higher education, particularly those who are single parents or balancing jobs. With near 70% of female veterans with children in the household, and the number two unmet need according to Community Homelessness Assessment, Local Education and Networking Groups (CHALENG) is childcare (IAVA Iraq and Afghanistan Veterans of America & Yancy, 2023).



Analysis

Female Veterans complete educational goals at a higher rate than male veterans by 12% ([U.S. Department of Labor, 2016](#)). Some 34% of Undergraduate Female Veterans receive Military Educational Benefits, and 32% of Female Veteran graduate students receive Military Educational Benefits ([National University, 2024](#)).



Analysis

1

Relevant Recipients

The unemployment rate of female veterans is at 3.7% compared to their male counterparts at 2.5% ([Syracuse University et al., 2024](#)) These veterans can be reached at EDD, DOR, and local career fairs. Offering online resources and childcare will remove barriers, positioning the program as accessible and vital for female veterans.

2

Reach & Retention

Targeted outreach via social media platforms, veteran-focused organizations, and community groups that support military families. Partnerships with local childcare services and flexible online learning options will increase accessibility. Outreach strategies for Reach & Retention will focus on digital platforms and veteran community organizations. Female veterans, especially single mothers, are more likely to complete programs when flexible options, childcare, and peer support.

3

Access & Delivery

Online education and childcare support will increase access for female veterans, ensuring that education is available even to those balancing jobs or family responsibilities. Some 70% of female veterans have children in the household, and childcare is a significant barrier to completing education. Offering these services will boost enrollment and retention rates. Collaboration with Huggins Early Education Center could allow female veteran parents to achieve their educational goals and Reach and Retention participation ([Fresno State, 2010](#)).

4

Support & Funding

Reach, Retention, & Resolution can enhance retention by redirecting funding and support to directly address the financial barriers female veterans face. By providing tuition assistance for online access to the Golden Four core curriculum offering childcare options, grants, or subsidies, the program can reduce the stress that often hinders educational progress. Ensuring these financial supports are clearly communicated and easily accessible will encourage continued participation and help create long-term pathways to successful employment for female veterans.

Strategy

Budget

Expanding Reach, Retention, & Resolution to support female veterans requires a strategic budget focusing on reducing education barriers, including online learning, childcare, and financial assistance. Studies show that higher education for veterans leads to a significant return on investment, with veterans earning an average of 20% more than their civilian counterparts with similar education levels ([D'Aniello Institute for Veterans & Military Families, 2022](#)). Financial projections indicate that for every dollar spent on education, the return can be up to \$4 in increased earnings and reduced reliance on public assistance ([Council of Economics Advisers \(U.S.\), 2014, 29](#)). Key performance indicators (KPIs) for the program will include retention rates, graduation rates, employment outcomes, and increased earnings, which are proven to positively impact veterans' economic stability and long-term financial success.

Budget overview

Expanding Reach, Retention, & Resolution to support female veterans requires a strategic budget focusing on accessibility, educational support, and financial assistance. By investing in online platforms, childcare, and materials, the program can reduce barriers and create long-term success.

Financial projections

Investing in education for female veterans leads to increased earnings, higher employment stability, and economic independence. Studies show that higher education leads to a 20% increase in earnings compared to civilian peers ([D'Aniello Institute for Veterans & Military Families, 2022](#)).

KPI and metrics

Key performance indicators (KPIs) for expanding Reach, Retention, & Resolution include retention rates, graduation rates, employment success, and post-graduation earnings. Metrics should also track reduced reliance on public assistance and the economic contributions of female veterans. These metrics will guide future program improvements.

References

Council of Economics Advisers(U.S.). (2014, Dec). [The economics of early childhood investments.](#) Retrieved Dec 18, 2024.

D'Aniello Institute for Veterans & Military Families. (2022). [Student Veterans: A Valuable Asset to Higher Education.](#) Retrieved Dec 18, 2024.

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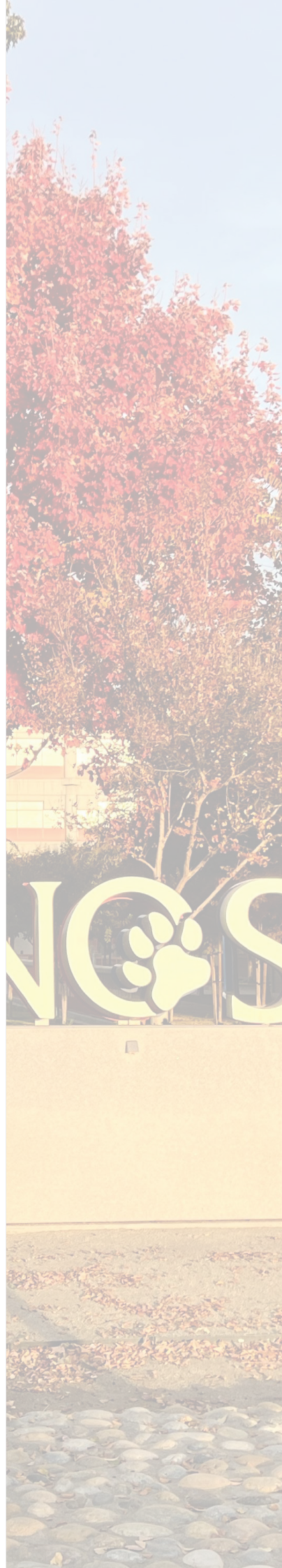
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United States Census Bureau. (2017, Aug 30). [Characteristics of Female Veterans-An Analytic View Across Age-Cohorts: 2015.](#) Retrieved Dec 18, 2024.

U.S.Department of Labor. (2016). [Demographics.](#) U.S. Department of Labor. Retrieved December 18, 2024.

U.S. Department of Labor. (2016, Feb 16). [Women Veteran Economic and Employment Characteristics.](#) Veterans' Employment and Training Service. Retrieved Dec 18, 2024.

Veterans Administration. (2022, Dec). [Women Veterans in Focus.](#) Women Veterans Health Care. Retrieved December 18, 2024.



Outreach

Military Installations

Naval Air Station Lemoore

Address: 700 Avenger Ave, Lemoore, CA 93246

Phone: (559) 998-3300

California National Guard - Fresno Armory

Address: 5575 E Airways Blvd, Fresno, CA 93727

Phone: (559) 453-0571

Employment and Transition Assistance Programs

California Transition Assistance Program (TAP)

Workforce Development Boards

Workforce Connection - Fresno

Address: 1900 Mariposa Mall, Suite 203, Fresno, CA 93721

Phone: (559) 230-3600

DOR Department of Rehabilitation

Hannah Perez hannah.perez@dor.ca.gov

Work4CA Job Fair Virtual

Fresno Veterans Employment Hiring Event

December 12, 2024, 10:00 AM - 2:00 PM PST

Fresno City College, 1101 E University Ave, Fresno, CA 93741

Central Valley Job Fair - February 13, 2025,

9:00 AM - 2:00 PM PST

4545 W. Shaw Ave, Fresno, CA

Pass Area Veterans Expo - January 25, 2025,

10:00 AM - 1:00 PM 550 E 6th St, Beaumont, CA

Fresno City College Career & Job Fair

March 18, 2025, 10:00 AM - 2:00 PM PST

Fresno City College, 1101 E University Ave, Fresno, CA

Military and Veteran Organizations

Veterans Service Organizations (VSOs)

1320 E Shaw Ave #105, Fresno, CA 93710

Phone: (559) 600-5436

Disabled American Veterans (DAV) - Homer Levins

PO Box 1502

Fresno CA 93716

Phone: (559) 241-6418

Meetings Are Held on:

3rd Tuesday of the month

Time: 17:30:00

Meeting

3509 N 1st St

Fresno CA 93726

American Legion Post 509

Address: 3509 N 1st St, Fresno, CA 93726

Phone: (559) 224-0522

Veterans Resource Center - Fresno City College

Address: 1101 E University Ave, Fresno, CA 93741

Phone: (559) 442-4600

California Department of Veterans Affairs (CalVet)

Fresno District Office

Address: 1320 E Shaw Ave, Suite 105, Fresno, CA 93710

Phone: (559) 243-2100

Central Valley Veterans

Contact: Deb Riordan - (559) 281-0784, John Schuler

- (559) 977-3697

Healthcare and Support Networks

Fresno VA Medical Center BLDG 25

Address: 2615 E Clinton Ave, Fresno, CA 93703

Phone: (559) 225-6100

**California Employment Development
Department (EDD)
Hire Heroes**

Veteran Business Directories

BBB Business Directory

**Local Networking Events and Job Fairs
Central California Veteran Employment
Committee Strategic Hiring Event -**

October 10, 2023, 8:00 AM - 4:00 PM

Clovis Veterans Memorial District, 808 4th Street,
Clovis, CA 93619 POC: Fresno/Kings County VEC
Phone: (559) 244-5983

Fresno City College Job Fairs

Fresno City College, 1101 E University Ave,
Fresno, CA 93741

POC: Career and Employment Center
Phone: (559) 442-4600

Fresno County Job Fair

Fresno County Employment & Training,
1151 Galleria Way, Clovis, CA 93612

POC: **Fresno County Workforce Development**
Phone: (559) 600-1540

**Central California Veteran Employment
Committee Strategic Hiring Event -**

October 10, 2023, from 8:00 AM to 4:00 PM

Clovis Veterans Memorial District, 808 4th Street,
Clovis, CA 93619 HappeningNext

Clovis Virtual Job Fairs - January 7, 2025,
at 11:00 AM
Virtual (Register online)

Adult Education, Community Colleges, Trade, and Technical Schools

Fresno Adult School

Address: 1501 E. Saginaw Way, Fresno, CA 93704

Phone: (559) 248-7410

Clovis Adult Education

Address: 1452 David E. Cook Way, Clovis, CA 93611

Phone: (559) 327-2850

Central Adult School

Address: 2541 S. Fowler Ave, Fresno, CA 93725

Phone: (559) 233-2700

Fresno City College

Address: 1101 E University Ave, Fresno, CA 93741

Phone: (559) 442-4600

Reedley College

Address: 995 N Reed Ave, Reedley, CA 93654

Phone: (559) 638-0300

Clovis Community College

Address: 10309 N Willow Ave, Clovis, CA 93619

Private Colleges

San Joaquin Valley College (SJVC)

Address: 3847 N. Blackstone Ave, Fresno, CA 93726

Phone: (559) 222-7100

Website: www.sjvc.edu

University of Phoenix – Fresno Campus

Address: 7447 N. Palm Ave, Suite 102, Fresno, CA 93711

Phone: (559) 475-3400



**Social Media and Online Communities,
University Outreach Pages, Veteran-Focused
Groups, & Peer Networks**

VFW Post 8900

Website: VFW Post 8900

Address: 615 W. Shaw Ave., Fresno, CA 93704

Phone: (559) 227-3100

American Legion Post 509

Address: 3509 N. 1st St., Fresno, CA 93726

Phone: (559) 224-0522

**Local and Regional Events, Job Fairs for
Veterans, & Community Events**

Fresno Career Fair - December 5, 2024

Fresno Convention Center.

Clovis Job Fair - October 29, 2024

The Clovis Career Fair

Fresno Job Fair - January 22, 2024, 11:00 AM

Fresno, CA

Organized by DiversityX

Fresno Career Fair - February 19, 2024, 9:30 AM

Marriott Hotel, Fresno, CA

Clovis Job Fair - December 5, 2024, 11:00 AM

Clovis, CA

Fresno Job Fair - December 13, 2024, 11:00 AM

Fresno, CA

Clovis Professionals

Career Advancing Secrets for Corporate Citizens!

Clovis