Program Overview & Discussion
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We All Serve

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National Chair
&
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Deputy Executive Director

www.ESGR.mil
Employer Support of the Guard and Reserve (ESGR) is a Department of Defense (DoD) office that develops and promotes supportive work environments for Service members in the Reserve Component through outreach, recognition, and educational opportunities that increase awareness of applicable laws, and resolves employment conflicts between the Service members and their employers.
All **employers support and value** the employment of members of the National Guard and Reserve in the United States and Territories, thereby **increasing the readiness** of the Reserve Component.
Mission Timeline

1972
Employer Support of the Guard and Reserve (ESGR) is established, and the first ESGR Statement of Support Signing is conducted with General Motors.

1996
Secretary of Defense Employer Support Freedom Award is created.

2010
ESGR begins engagement with Society for Human Resource Management (SHRM). Service member unemployment and underemployment is recognized.

2011-12
Hero2Hired is established and partners with the Departments of Veterans Affairs and Labor to engage employers and assist Service members and their families seeking employment.

2012
Corporations establish Military Affinity Groups.

2016
The ESGR Board of Directors is established to further enhance volunteer leadership of the program.
Organization

Office of the Assistant Secretary of Defense
(Manpower & Reserve Affairs)

ESGR National Chair*

ESGR Board of Directors
& Subcommittees*

ESGR Headquarters

54 ESGR State/Territory Committees*

Area Chairs/Functional Areas*

*Volunteers (4,000 nationwide)

as of 1 MAY 17
Volunteer Led, Mission Driven

**EMPLOYER OUTREACH**
Promote a culture where all employers support and value military service through education, recognition, and mediation.

**MILITARY OUTREACH**
Make Service members aware of their rights and responsibilities under the law and the value of employer support and recognition.

**OMBUDSMAN SERVICES**
Provide informal, neutral mediation for issues or conflicts between employers and Service members before they escalate.

State/Territory Committees & Volunteers
Outreach Operations

• Employer Outreach
  o Employer recognition program
  o Statements of Support
  o Bosslifts, Breakfasts with the Boss, etc.
  o Annual Planning and Awards Meetings

• Military Outreach
  o Liaisons embedded with each Reserve Component
  o Yellow Ribbon Reintegration Program events
  o Senior leader engagements
  o Annual unit briefs

• Strategic Communication
  o Direct individual and mass communication
  o Social media
Ombudsman Operations

• Education
  o Help employers and Service members understand the Uniformed Services Employment and Reemployment Rights Act (USERRA)
  o Clarify duty statuses
  o Connect employers with units and appropriate military staff
  o Notify DoD and partner agencies of trends

• Mediation
  o Facilitate communication between employers and Service members
  o Conduct neutral mediation of cases
  o Attempt to reach mutual agreement

• Referral
  o Refer employers and Service members to appropriate agencies when mediation fails or as appropriate
## ESGR by the Numbers

### Outreach Mission (FY16)

<table>
<thead>
<tr>
<th></th>
<th>Events Executed</th>
<th>Employers Engaged</th>
<th>Service Members Engaged</th>
<th>Statements of Support</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1,399</td>
<td>130,851</td>
<td>350,316</td>
<td>26,864</td>
</tr>
<tr>
<td>Patriot Awards</td>
<td>10,627</td>
<td>3,064</td>
<td>235,417</td>
<td>$5.55M</td>
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<tr>
<td>Presented</td>
<td>Freedom Award</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Nominations (FY17)</td>
<td></td>
<td></td>
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</tbody>
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### Ombudsmen Mission (FY16)

<table>
<thead>
<tr>
<th></th>
<th>USERRA Inquiries</th>
<th>Cases Assigned</th>
<th>Cases Resolved / % Resolved</th>
<th>Average Number of Days to Mediate</th>
<th>Potential Federal Government Cost Avoidance**</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>15,155</td>
<td>1,554</td>
<td>1,197 / 77.03%</td>
<td>9.77</td>
<td>$4.56M</td>
</tr>
</tbody>
</table>

*Based on the 2015 Corporation for National and Community Service average for the value of a volunteer hour: $23.56

**Figure represents the potential Federal Government cost avoidance of investigations conducted by the Office of Special Counsel and/or Department of Labor, which ranges up to $3,810 per case.
2016 USERRA Cases

- Cases Assigned: 1,554
- Percentage Resolved: 77%

Percentage Resolved represents total caseload, including those resolved by the ESGR National CSC.
A Holistic Approach

Impacted Stakeholders

Employers

Communities

Families

Promotes cooperation and understanding between Reserve Component Service members and their civilian employers and assists in the resolution of conflicts arising from an employee’s military commitment.

Reintegration

Retention

Readiness

Resilience

Promotes the well-being of National Guard and Reserve members, their families and communities throughout and beyond the deployment cycle.

Provides policy oversight and supports evidence-based solutions to improve family programs, including family advocacy and referral, exceptional family member programs, and family life education.
Employment Support

Military Outreach

Employer Outreach

Direct Hires

Past

Current

Employment Coordinator

AmericanJobCenter®
American Job Center Locations

[Map of the United States showing locations of American Job Centers, including specific markers for Affiliate and Comprehensive American Job Centers.]
Current Initiatives

- Department of Labor/Service USERRA working group
- Addressing the pilot shortage
- Pilot program with Student Veterans of America (AZ, DC, IL, NC, NJ)
- Strengthening partnership with Society for Human Resource Management
- 2017 Secretary of Defense Employer Support Freedom Award
Questions?

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