



*Hampton Roads*  
**DOD SkillBridge**

**POWERED BY**  
HAMPTONROADS  
**WORKFORCECOUNCIL**

ONE REGION. ONE WORKFORCE. ONE ECONOMY.

**Expo**



**KEY FINDINGS:**

## Financial Situation and Food Security

- The average Financial Well-being Score of active duty spouses was 58, slightly higher than the U.S. average of 55 in 2020.
- After regular income, stimulus payments ranked second in the most often cited financial tool spouses used to meet spending needs in the past year.
- Being unemployed, geo-batching, needing to acquire new credentials after last PCS move, and PCS moves during member's career each increased the odds of low financial well-being.
- One in four active duty spouses were experiencing low or very low food security.
- Being unemployed, incremental number of children living at home, and working spouse contributing less than 50% to household income increased the odds of low food security.

Note: The ADSS uses the five-item version of CFPB Financial Well-Being Scale. Higher scores indicate higher financial well-being. Learn more: <https://www.consumerfinance.gov/data-research/research-reports/financial-well-being-scale/>.  
Source of U.S. Average: [Data Spotlight: Financial well-being in America, from 2017 to 2020 | Consumer Financial Protection Bureau \(consumerfinance.gov\)](#).  
Definition and measurement of food security based on USDA guidelines. The ADSS uses the 6-item version of the USDA food security scale. Learn more: <https://www.ers.usda.gov/topics/food-nutrition-assistance/food-security-in-the-u-s/survey-tools/>.



# Virginia and ACP Value Veterans and Military Spouses

## Sign up today to get an ACP mentor!

### ACP Helps Veterans Find Their Next Career

ACP is a nonprofit organization dedicated to assisting veterans in their transition from the armed services to the civilian workforce.

# 24,000+

Post-9/11 Veterans have completed an ACP mentorship

# 1:1

Customized yearlong mentorships

# 97%

Veteran Satisfaction

# 110+

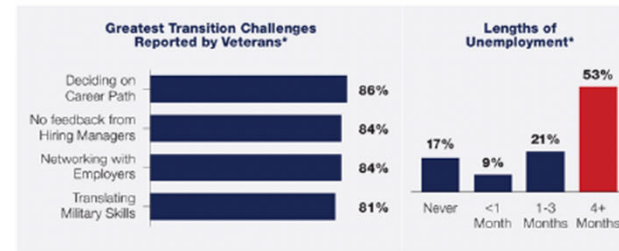
Corporate Partners providing Mentors

ACP's Mentoring Program connects veterans with industry professionals for year-long, customized, one-on-one mentorships of an hour per month. 80+% of our mentorships are virtual.

### ACP'S CORPORATE PARTNERS



Challenges that ACP is addressing:



### 2021 MENTORING PROGRAM SUCCESS

# 3,505

Veterans became ACP Alumni in 2021

# 2,328

Veteran Protégés obtained meaningful employment during the course of their mentorship in 2021

### ACP Protégé Job Retention

86% is the average one year retention of our ACP Protégés who obtained jobs during their mentorship, as compared to average veteran retention of 56%.\*



\*Source: U.S. Chamber of Commerce Foundation, 2016

**“Because their service deserves our service”**  
**212.752.0700 ★ info@acp-usa.org ★ acp-usa.org**

The ACP mentorship program is open to all transitioning military and post 9/11 veterans, as well as active duty and gold star spouses.

Scan code or visit [acp-usa.org](http://acp-usa.org) to sign up! And please select "Virginia" as your referral source.





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**ATTENTION  
 MILITARY PROFESSIONALS!**

Would you like to interview some of  
 America's best companies?  
 Here is your chance! Find your next career at  
 The Oceana 757 Career Summit on  
 Naval Air Station Oceana

**RED WHITE & BREW NETWORKING MIXER**  
 TUESDAY, MAY 16, 5:30 PM-8:00 PM

DE RICAN CHEF  
 3208 HOLLAND RD, VIRGINIA BEACH, VA

**CAREER SUMMIT** - WEDNESDAY, MAY 17, 10:00 AM-1:00 PM

**CAREER FAIR** - WEDNESDAY, MAY 17, 2:30 PM-6:00 PM

NAVAL AIR STATION OCEANA CONFERENCE CENTER  
 FORMERLY OCEANA OFFICERS' CLUB | 906 G AVE |  
 VIRGINIA BEACH, VA



INDUSTRY PANELS,  
 RESUME REVIEWS & LINKEDIN  
 HEADSHOTS



WIOA is an equal opportunity employer/program funded by a grant awarded by the U. S. Department of Labor's (US DOL) Employment and Training Administration. Auxiliary aids and services are available upon request to individuals with disabilities. VA Relay: 711. This event is funded approximately 50% (at \$1,000) using WIOA Title I funds with the other 50% by non-governmental sources (via a public/private partnership). This product was created by the recipient and does not necessarily reflect the official position of the US DOL. The Department of Defense and the Service Branches do not endorse any company, school, sponsor or their products or services.

# NOT JUST A JOB FAIR

**757 CAREER SUMMIT SPRING EDITION (NAS OCEANA)**

May 16<sup>th</sup> and 17<sup>th</sup>

**757 CAREER SUMMIT SUMMER EDITION (JOINT BASE EUSTIS)**

August 23<sup>rd</sup> and 24<sup>th</sup>

**757 CAREER SUMMIT FALL EDITION (NAVAL STATION NORFOLK)**

November 7<sup>th</sup> and 8<sup>th</sup>,

Hampton Roads  
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**WORKFORCECOUNCIL** **Expo**  
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**FRIDAY, APRIL 21, 2023**

**10:00 AM - 1:00 PM**

**JOINT BASE LANGLEY-EUSTIS  
ANDERSON FIELD HOUSE  
643 DICKMAN STREET | FORT EUSTIS**

EXCITED FOR  
THE FUTURE?

COME MEET TOP APPROVED  
SKILLBRIDGE DOD PROGRAMS

REGISTER ONLINE:



More than

**10**

Organizations

Open to:

- *Transitioning Service Members*
- *Active-Duty Spouses*
- *Reservists*



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## Connect with VETTED approved DOD Skillbridge Programs

### Upcoming EXPOS:

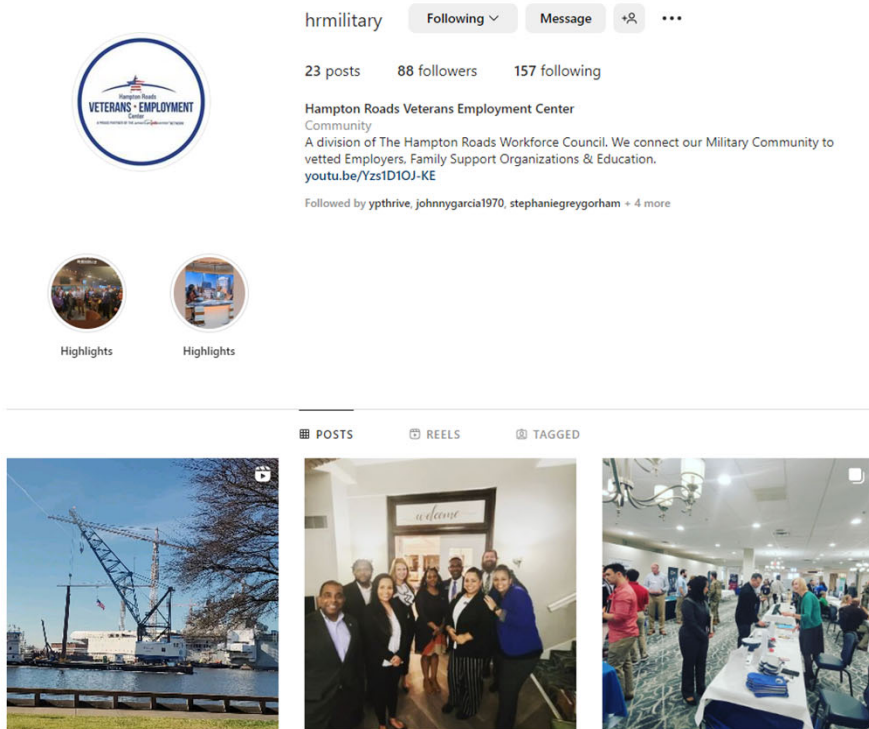
June 9<sup>th</sup> – NAS Oceana

July 7<sup>th</sup>- Joint Base Langley

September 7<sup>th</sup>-Naval Station Norfolk

October 13<sup>th</sup>-Huntington Hall

December 15<sup>th</sup>- Joint Base Little Creek



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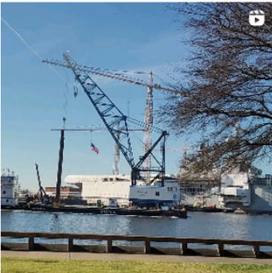


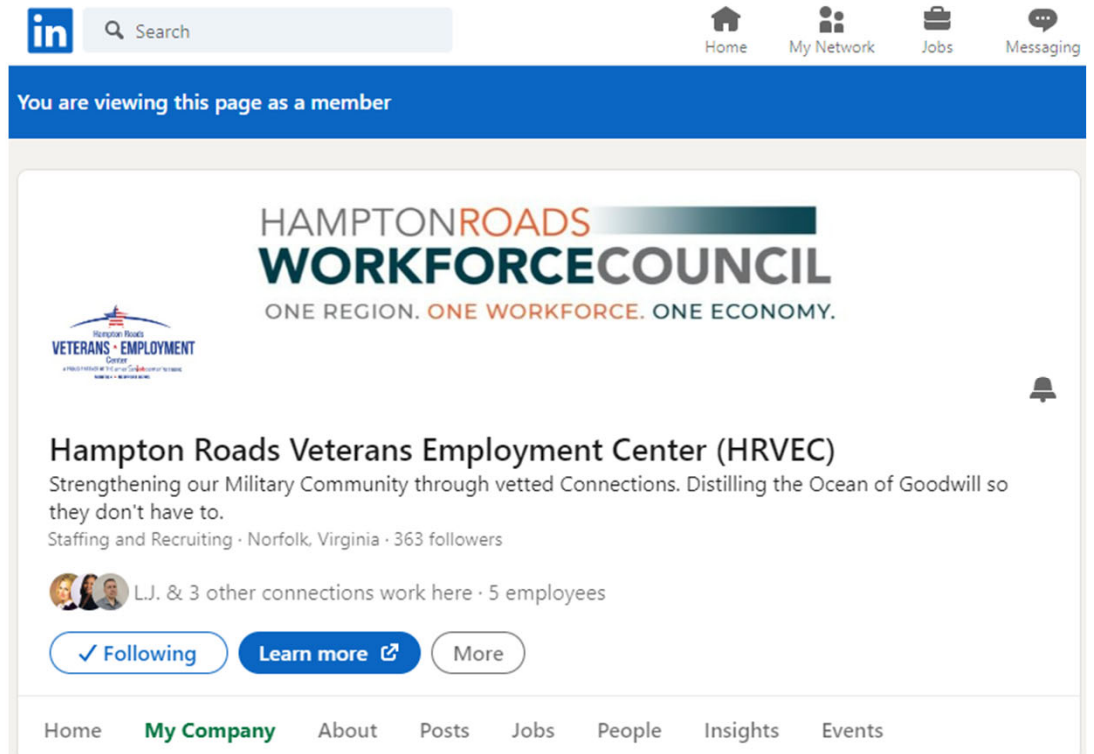
23 posts 88 followers 157 following

**Hampton Roads Veterans Employment Center**  
Community  
A division of The Hampton Roads Workforce Council. We connect our Military Community to vetted Employers. Family Support Organizations & Education.  
[youtu.be/Yzs1D1OJ-KE](https://youtu.be/Yzs1D1OJ-KE)

Followed by ypthrive, johnnygarcia1970, stephaniegreycorham + 4 more

Highlights Highlights

POSTS REELS TAGGED







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**Hampton Roads Veterans Employment Center (HRVEC)**  
Strengthening our Military Community through vetted Connections. Distilling the Ocean of Goodwill so they don't have to.  
Staffing and Recruiting · Norfolk, Virginia · 363 followers

L.J. & 3 other connections work here · 5 employees

✓ Following Learn more More

Home **My Company** About Posts Jobs People Insights Events

Want to connect? [militarycommunity@theworkforcecouncil.org](mailto:militarycommunity@theworkforcecouncil.org)

# RADM Chuck Kubic



Kubic graduated from Lehigh University, earning both a bachelor's degree and a master's degree in civil engineering. He graduated from the Advanced Management Program at the University of Pennsylvania's Wharton School and received an honorary Doctor of Engineering degree from Lehigh University. Following college graduation, Kubic was commissioned as an Ensign in the Navy Civil Engineer Corps.

Kubic's military career spanned contingency operations from Vietnam to the Middle East. He commanded Navy Seabees at the Detachment, Company, Battalion, Regiment, Brigade, and Division levels. He also served as a White House Fellow and senior policy analyst for President Reagan's Domestic Policy Council. Later, he served as the Naval Facilities Engineering Command director of the Strategic Programs Office and program coordinator for the Strategic Homeporting and Trident military construction programs. In 2002, he was appointed Commander of the First Naval Construction Division/Naval Construction Forces Command, and led the Navy Seabees in support of the Marine Expeditionary Force during Operation Iraqi Freedom. Kubic retired as a Rear Admiral after over 34 years of Naval service. He then became President of an International Construction Company for seven years, and subsequently founded his own consulting firm, Kubic Engineer Group, in Virginia Beach in 2012.

For his military service, Kubic was awarded the Legion of Merit, Defense Meritorious and Meritorious Service medals, the Navy Commendation and Achievement medals, the Armed Forces Expeditionary medal, and the National Defense, Vietnam, Armed Forces, and Humanitarian Service medals.



# Norfolk/Virginia Beach MEDAC Presentation

Jeff Guild – Director of Military Affairs



# Privatized Military Housing

- 1996 Congress authorized the Military Housing Privatization Initiative (MHPI)
- DoD faced a deteriorating and underfunded housing inventory
- Brought in private sector expertise and capital
- \$32 Billion invested to date
- MHPI has delivered 75,000 new and 50,000 significantly renovated homes



# How it Works

- MHPI established LLC/LP where Liberty is majority managing member.
- Military Services generally serve as the minority member.
- 50 year ground lease. Liberty owns the asset and leases federal land.
- There is no cost to DoD
- MHPI Partners use rental revenues (BAH) to pay operating expenses, debt (loan) and capital repair and replacement.



# Our History in Hampton Roads

**2005** Lincoln Property Company Acquires the Hampton Roads Navy Housing Portfolio Creating Lincoln Military Housing

**2005 – 2010** Lincoln builds 651 new homes in Hampton Roads

**2020** Lincoln Military Housing becomes Liberty Military housing



## Lincoln to Liberty

In 2020 Lincoln Property Company sells Lincoln Military housing to its employees

## Largest Property Management ESOP

**100 Largest  
ESOPs in the  
US**

**Only ESOP in  
Military  
Housing**

# Liberty Military Housing Overview

**Portfolio**

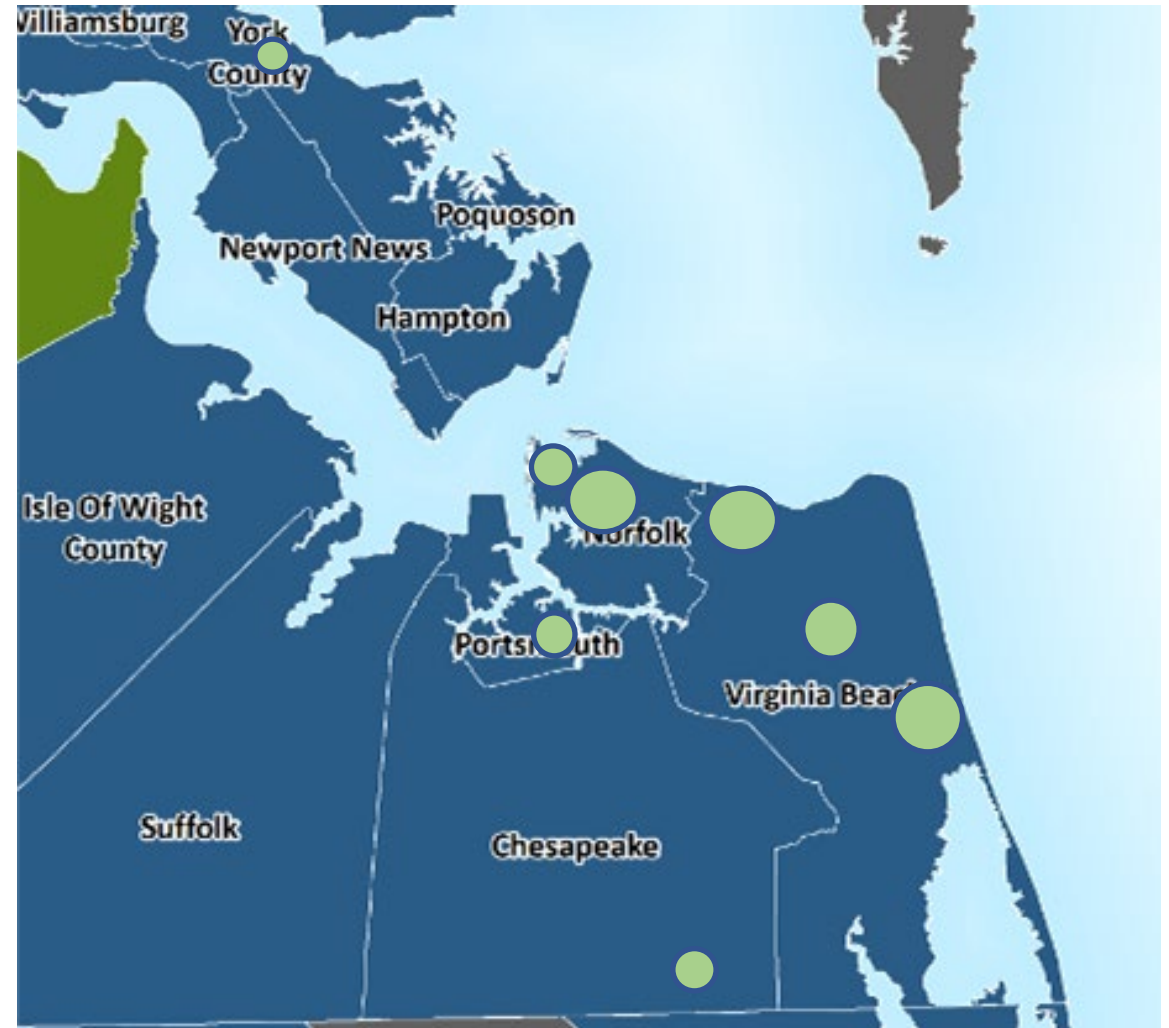
**4,400 Units in Hampton Roads**

**5 Cities**

**Virginia Beach, Norfolk, Chesapeake,  
Portsmouth, Yorktown**

# Hampton Roads Portfolio

Virginia Beach	<b>1,859</b>
Norfolk	<b>1,719</b>
Chesapeake	<b>360</b>
Portsmouth	<b>291</b>
Yorktown	<b>162</b>
<i>Total</i>	<b>4,391</b>



# Proud Employer in Hampton Roads

- 150 Employee Owners
- 361 Vendors
- Veteran/spouse friendly employer
- V3 Certified

# Improvement Projects

**\$120,000,000 over next three years**



# Major Capital Projects

## Virginia Beach

Wadsworth  
Shores home  
refurbishment  
75 Units

## Norfolk

Ben Moreell  
Exterior  
Renovation  
388 Units

## Virginia Beach

Sandpiper  
Crescent scrape  
and Build  
(‘23-’25)  
225 New Units

## Norfolk

Willoughby Bay  
Exterior  
Renovation  
378 Units



# QUESTIONS?

Thank you