

Seattle Post February 21st Program





Seattle Post

February 21st Program

Allen Wycoff, Seattle Post President

Opening Remarks
Announcements

Seattle Post February 21st Program

Seattle Post Business

Seattle Post February 21st Program

Sustainer Presentations

Telgian
WSP

Telgian Engineering & Consulting, LLC (TEC)





Point of Contact

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Regional Practice Leader

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Years of Experience: 27

About TEC

- Global Reach, Local Knowledge
- Full-Range Engineering Services
- Licensed Engineers in all 50 States
- Licensed Contractors in all 50 States
- NFPA Committees
- NFPA Board of Directors
- 106 Employees

The logo for Telgian Engineering & Consulting is centered on a blue rectangular background. It features the word "telgian" in a bold, white, lowercase sans-serif font, with a small red flame-like icon above the letter 'i'. A registered trademark symbol (®) is positioned to the upper right of the word. Below "telgian" is the phrase "Engineering & Consulting" in a smaller, white, italicized serif font. The background of the entire slide is a low-angle, upward-looking photograph of several modern glass skyscrapers meeting at the top against a clear blue sky.

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Engineering & Consulting

Small Business Certified

NAICS Codes

- 541330: Engineering Services
- 541330: Military and Aerospace
Equipment and Military
Weapons
- 541330: Contracts and Subcontracts
for Engineering Services
Awarded Under the National
Energy Policy Act of 1992
- 541330: Marine Engineering and Naval
Architecture
- 541611: Administrative Management
and General Management
Consulting Services



Contract Holder



TEC Differentiators

- Innovative
- Risk Management/Consultation
- Long-Term Partnerships
- Cost Effective
- Peace of Mind



Professional Organizations





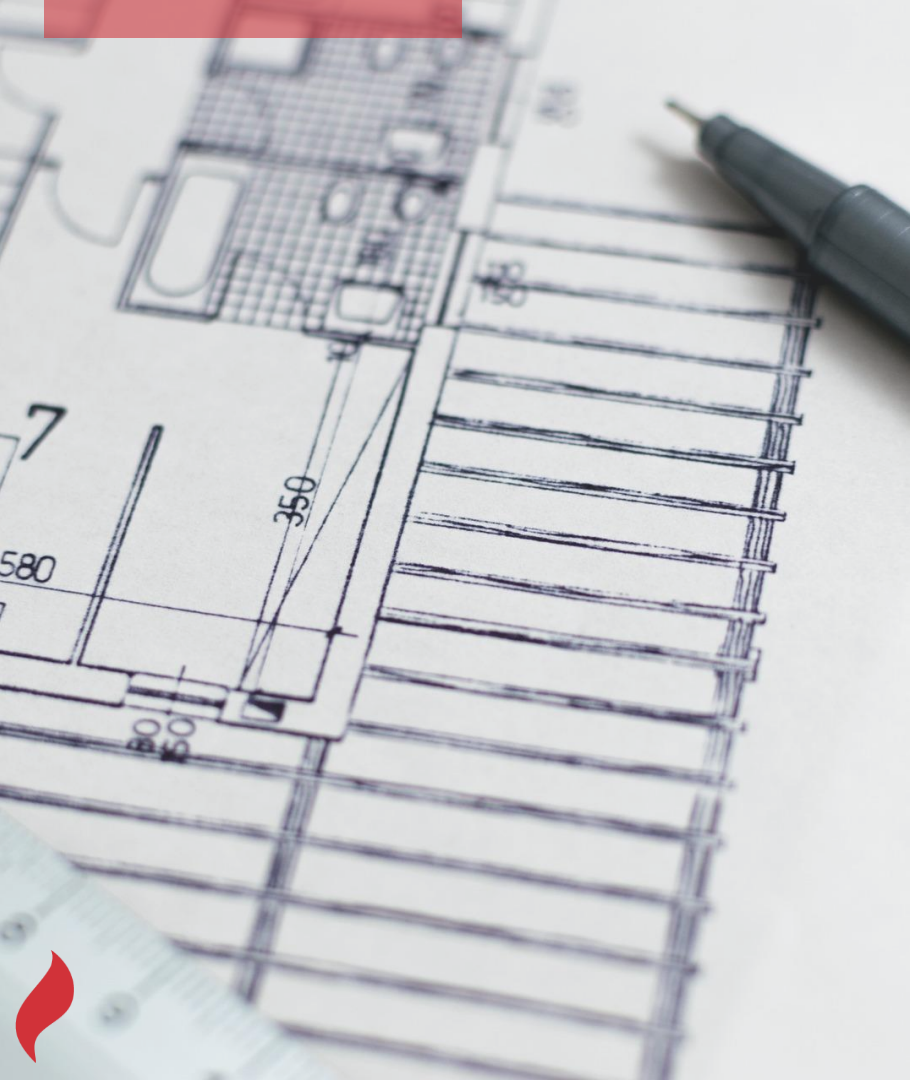
NFPA Committees

NFPA Codes

- NFPA 30: Flammable and Combustible Liquids
- NFPA 30B: Manufacture and Storage of Aerosol Products
- NFPA 70: National Electrical
- NFPA 72: *National Fire Alarm and Signaling***
- NFPA 99: Health Care Facilities
- NFPA 101: *Life Safety***
- NFPA 909: Protection of Cultural Resource Properties - Museums, Libraries, and Places of Worship
- NFPA 914: Protection of Historic Structures
- NFPA 5000: Building Construction and Safety

NFPA Standards

- NFPA 3: Commissioning of FP and Life Safety Systems
- NFPA 4: Integrated FP and Life Safety System Testing
- NFPA 11: Low, Medium and High-Expansion Foam
- NFPA 13: *Installation of Sprinkler Systems***
- NFPA 15: Water Spray Fixed Systems for FP
- NFPA 16: Installation of Foam-Water Sprinkler and Foam-Water Spray Systems
- NFPA 22: Water Tanks for Private FP
- NFPA 25: *Inspection, Testing, and Maintenance of Water-Based FP Systems***
- NFPA 92: Smoke Control Systems
- NFPA 92A: Smoke-Control Systems Utilizing Barriers and Pressure Differences
- NFPA 92B: Smoke Management Systems in Malls, Atria, and Large Spaces
- NFPA 204: Smoke and Heat Venting
- NFPA 232: Protection of Records
- NFPA 600: Facility Fire Brigades
- NFPA 601: Security Services in FLP
- NFPA 1037: Fire Marshal Professional Qualifications
- NFPA 1221: Installation, Maintenance, and Use of ESCS
- NFPA 3000: ASHER Program



Areas of Practice

- Fire Protection Engineering
- Security Risk Consulting & Engineering
- Emergency Mgt & Operations Cont
- Engineering, Design, & Construction
- Environment, Health, and Safety (EHS)
- Risk Management & Loss Control
- Systems Commissioning
- Smoke Control Engineering & Design





Past/Current Clients

- Dept. of Veterans Affairs
- Dept. of Army
- Dept. of Navy
- Dept. of Air Force
- U.S. General Services Administration
- U.S. Coast Guard

Public Sector Past Projects

- **Bleak Troop Medical Clinic** - Design & Consulting Services
- **Fort Hood** - Facility Assessment
- **Luke AFB** - Fire Suppression, Protection, Life Safety Analysis
- **Naval Support Facility (Romania)** - Fire Suppression, Alarm, and Mass Notification System Consulting
- **Tuscaloosa VA Medical** - Design & Consulting Services
- **Yuma Proving Grounds** - Installation Level Drawings for Fire Alarm, Sprinkler, and Special Hazards



Thank You!

Questions?

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Engineering & Consulting

WSP Federal Programs Overview



Federal Programs Overview

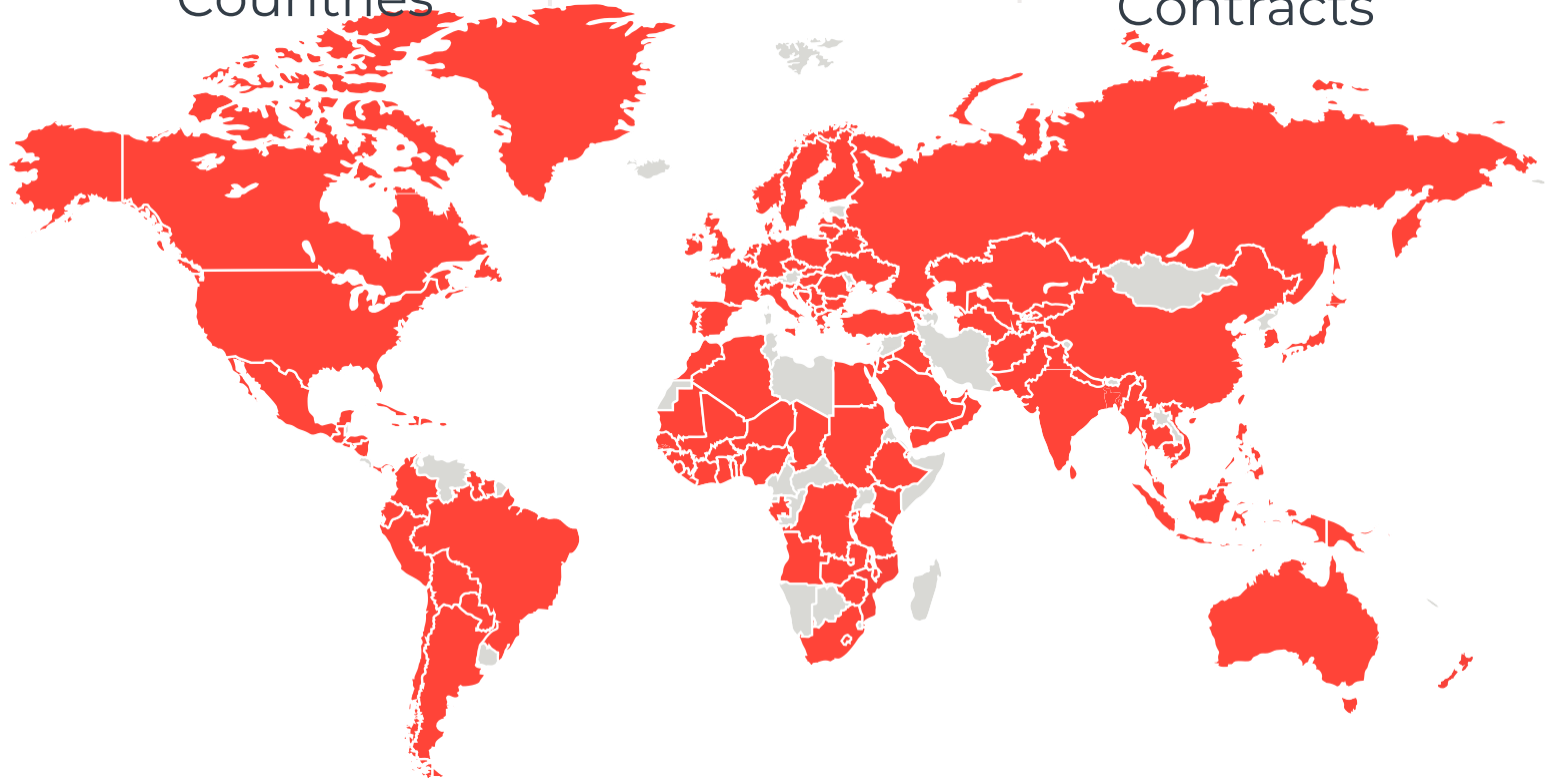
Serving US Federal Clients in over


145+
Countries

1,250+
Active
Projects



175+
Active
Master
Contracts



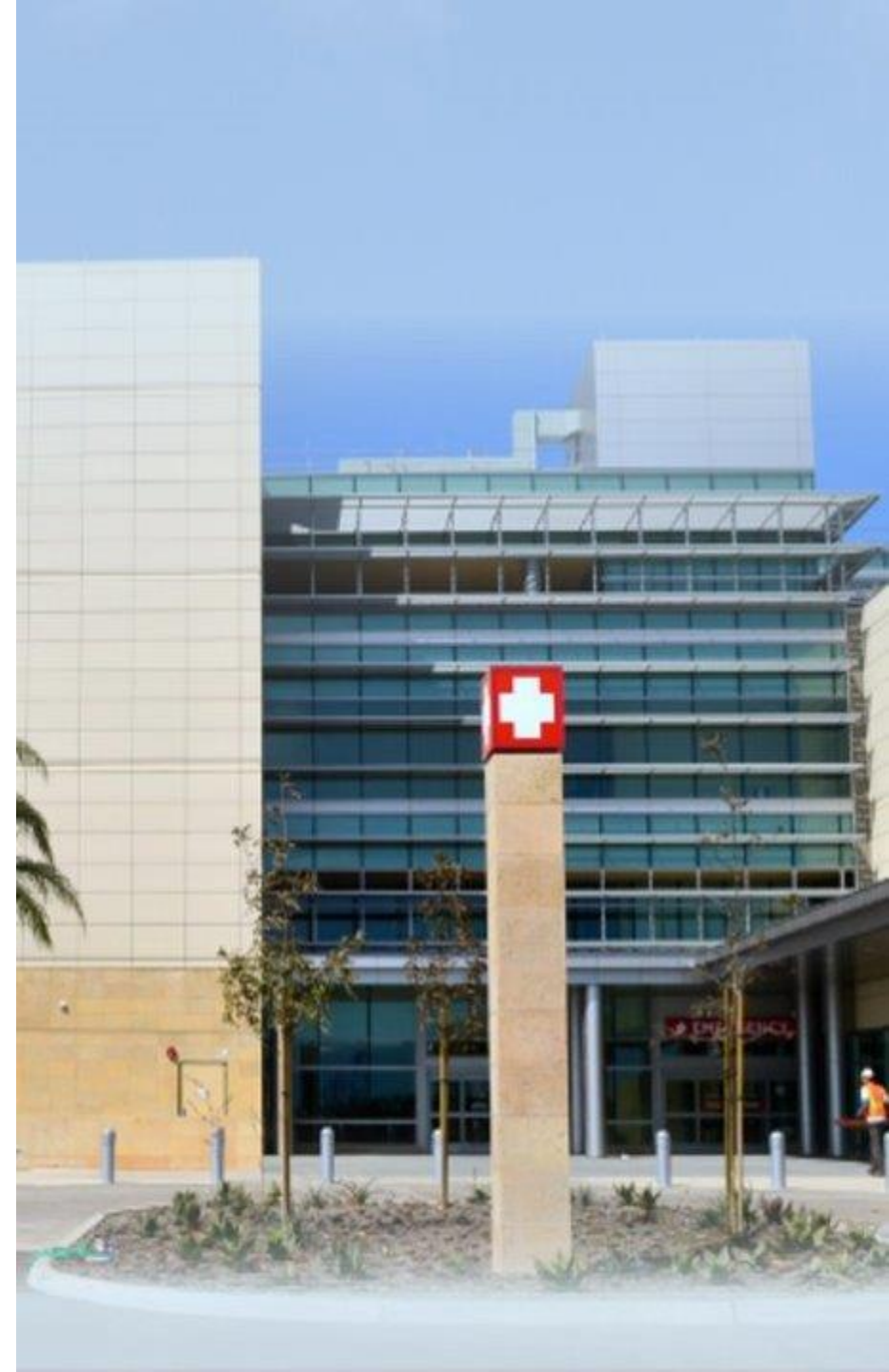


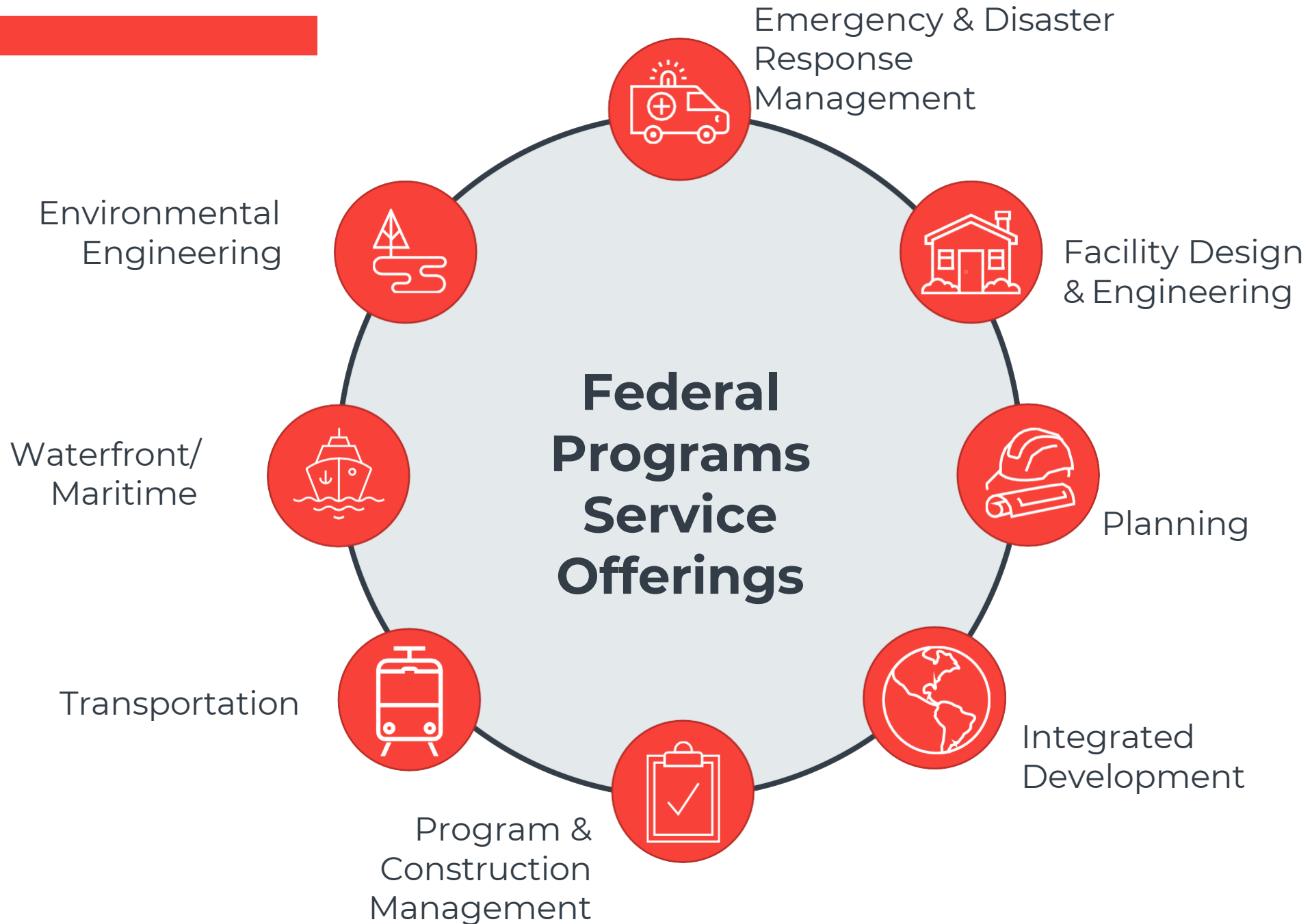
Working with Federal Clients

Over the past 100 years, we have planned, designed, developed, and engineered solutions that have advanced the mission of the U.S. Federal Government.

The U.S. Federal Government is the world's single largest buyer of professional services, spending over \$500B on average annually.

FP contributes to approx. 10% of WSP USA's annual revenues with base business operations.





Seattle Post February 21st Program

Programs Update

Nick Vlahovich, Programs Chair

Seattle Post

February 21st Program

Featured Speaker

Brig. General (Ret.) Pete Helmlinger, P.E.
Manager of Projects, Army & Air Force
Jacobs, Inc.




Preparing Service Members and Veterans for the A/E/C Industry: *Lessons Learned from My Transition*

Pete Helmlinger, P.E.
BG, U.S. Army (Retired)
pete.helmlinger@jacobs.com

February 21, 2023



Agenda

- Benefits of Hiring Veterans
 - SAME Initiatives to Prepare Service Members for the A/E/C Industry
 - My Transition
 - Army
 - USACE
 - Thoughts on Leadership
 - Industry
 - SAME
 - How to Assist Transitioning Service Members & Veterans
 - Where to Find and Hire Veterans
 - Q&A
- 

Benefits of Hiring Veterans

<https://www.indeed.com/hire/c/info/benefits-incentives-for-hiring-veterans#2>

- 1. Tax breaks:** Work Opportunity Tax Credit
- 2. Salary subsidies during training:** Veteran Readiness and Employment program
- 3. Salary reimbursement:** Special Employer Incentive (SEI) program
- 4. Free assistance**
- 5. Improved accessibility**
- 6. Work ethic**
- 7. Organization**
- 8. Accountability**
- 9. Leadership**

SAME Initiatives to Prepare Service Members for the A/E/C Industry

★ GOAL 5 ★

PREPARE SERVICEMEMBERS AND VETERANS FOR THE A/E/C INDUSTRY

Lead efforts to fully integrate military and government members into the A/E/C industry; support training, credentialing, and networking initiatives that build, maintain, and translate skills to meet current and future needs.

OBJECTIVES:

- Provide technical and joint training, industry best practices, and networking opportunities to servicemembers at the Post, regional, and national levels.
- Provide servicemembers and veterans access to the full spectrum of credentialing for licensed professionals, skilled labor certifications, and other A/E/C qualifications.
- Enable success during and after active service by eliminating barriers to participation and by partnering with organizations that promote the entirety of veteran well-being.
- Sponsor leader development, networking, mentoring, and job fair opportunities for transitioning servicemembers that connect them to trade labor unions, industry organizations, and other professional resources.
- Operationalize the Post sponsorship model, where SAME Posts coordinate to welcome servicemembers/civilians and their families upon transitioning to new locations.

SAME Initiatives to Prepare Service Members for the A/E/C Industry



What to do...what to do?



- Government (Federal/State/Local)
- Industry (A/E/C)
- Industry (Other)
- Academia
- Non-profit
- “Hang your own shingle”
- Other

Maybe easier to decide what you don't want to do

Optimized Solution



Pearls of Wisdom

- Not trivial - may be biggest change of adult life
- Don't “wash, rinse, repeat”
- Set realistic expectations
- Recognize “compensation” is more than salary
- (Nearly) everything is negotiable
- Anxiety / excitement on the same continuum
- You'll feel like a Lieutenant/Ensign again
- “Career of choice”
- Fill the void



SAME Initiatives to Prepare Service Members for the A/E/C Industry

Chief Master Sgt. Adam Boubede, USAF,
627th Civil Engineer Squadron,
Chair, SAME Enlisted Community of Interest.



<https://www.same.org/membership-communities/communities-of-interest-list/enlisted-community/>

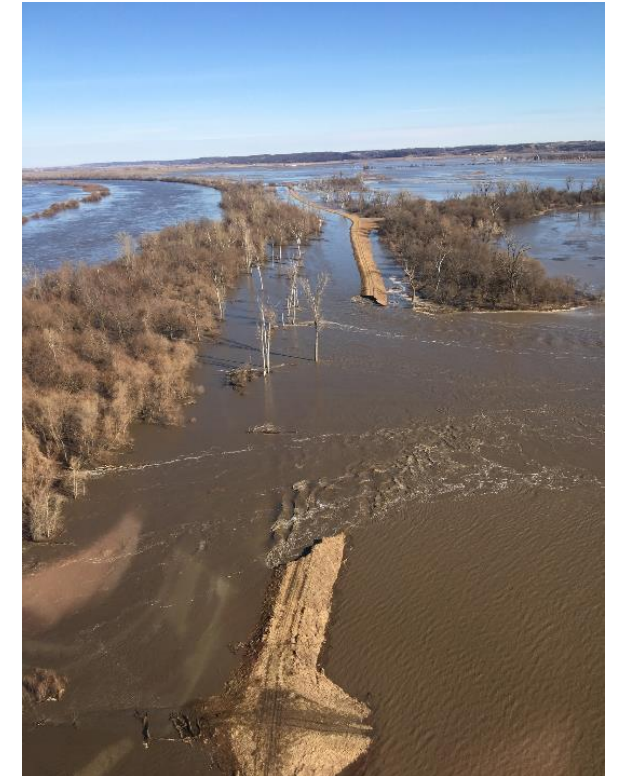
My Transition: Army

- Combat Engineer
- Soldiers first, the mission will follow
- Missions:
 - Mobility, Counter-mobility, Survivability, General Engineering
 - Operation Iraqi Freedom
 - Route Clearance
 - Commanders Emergency Response Program
 - Troop Construction
 - Task Force Rocketeer
 - Iraqi Army Trainer
 - Wildfire Fighting



My Transition: USACE

- USACE Engineer
- People, Partners, Programs
- Prepare for Tomorrow
- Germany, Afghanistan, HQ, SPD, NWD
- Missions:
 - Military Construction
 - Civil Works
 - Emergency Management
- Why serve? Meaningful Work, Great People, Work/Life Balance
- Top reasons for troubled projects
 - Overcommitment
 - Communication Breakdown



Thoughts on Leadership

Army Leadership Traits to emulate:

- 1) Adapts quickly to new situations and requirements
- 2) Keeps cool under pressure
- 3) Clearly explains missions, standards, and priorities
- 4) Sees the big picture; provides context and perspective
- 5) Sets high standards without a “zero defects” mentality
- 6) Can handle “bad news”
- 7) Gets out of the headquarters and visits the troops
- 8) Sets a high ethical tone; demands honest reporting
- 9) Knows how to delegate and not “micromanage”
- 10) Can make tough, sound decisions on time
- 11) Builds and supports teamwork within staff and among units
- 12) Is positive, encouraging, and realistically optimistic

Source: U.S. Army Pre-Command Course 2006

Leadership Shortcomings to avoid:

- 1) Lack of energy and enthusiasm
- 2) Accepts mediocre performance
- 3) Lacks clear vision and direction
- 4) Poor judgment
- 5) Doesn't collaborate
- 6) Doesn't walk the talk
- 7) Resists new ideas
- 8) Doesn't learn from mistakes
- 9) Lacks interpersonal skills
- 10) Fails to develop others

Source: Harvard Business Review June 2009

Thoughts on Leadership: Personal Philosophy

1. People first
2. Leadership requires Confidence, Vision, Integrity, & Communication
3. The 80% solution on time is better than the 100% solution late
4. Bad news doesn't get better with age
5. If you identify a problem, suggest a solution
6. Work smarter, not harder. Activity doesn't equal productivity
7. Learn from the past, don't re-create the wheel
8. Do routine things routinely
9. If you use an acronym, know what it means
10. Empower your subordinates: People with responsibility are better informed, motivated, and involved
11. Communicate not just so that people understand, but so that there is no possible way to misunderstand
12. Shared knowledge is power
13. Diverse teams make us stronger
14. Change is always inevitable. We must lead and shape it
15. Your legacy is not what you do, but what your subordinates do
16. Stay fit and healthy, and take care of your family

My Transition: Industry

- Great people
- Highly Professional & Responsive
- Great depth of expertise
- Matrixed
- Prepared to surge/augment Government requirements
- Risk/Reward
- Importance of Small Businesses
- Joint Ventures
- Competi-Mates
- Strong Safety Programs
- Culture of Caring



10 CHARACTERISTICS OF A

GOOD LEADER

1. INTEGRITY
2. DELEGATION
3. COMMUNICATION
4. SELF-AWARENESS
5. GRATITUDE
6. LEARNING AGILITY
7. INFLUENCE
8. EMPATHY
9. COURAGE
10. RESPECT

My Transition: SAME

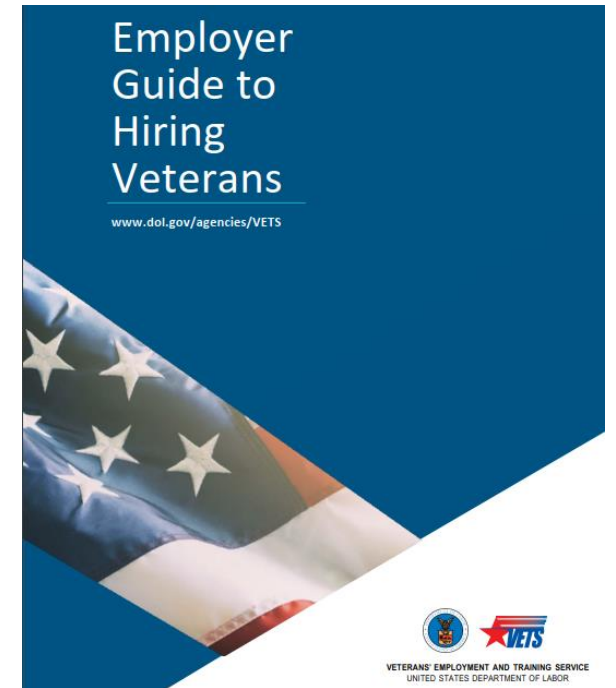
- Mission: Build leaders and lead collaboration among government and industry to develop multidisciplined solutions to national security infrastructure challenges.
- Vision: Serve our nation as the foremost integrator for leadership development and technical collaboration within the A/E/C profession
- Dedicated and hard-working volunteers
- Run as a Democracy
- Roberts Rules of Order



How to Assist Transitioning Service Members & Veterans

- Post Jobs Where Veterans Can Find Them
- Veteran Hiring Best Practices
 - Get “buy-in” by organizational leadership
 - Create a Veteran “Affinity” Group
 - Create a Veteran Mentorship Program
 - Empower your employees to recruit for you
- Know the Military Occupation Codes / Specialties
- Draft Veteran-Friendly Job Descriptions
- Apprenticeship and On-The-Job Training

<https://www.dol.gov/agencies/vets>



Where to Find and Hire Veterans



<https://esd.wa.gov/yesvets/LVER>

Connect with a WorkSource Veterans Employment Representative to hire a veteran

The Employment Security Department, through its' WorkSource partnership, has dedicated **Local Veterans Employment Representative's (LVER's)** whose sole job is to help employers hire veterans. They're veterans too and have immediate access to highly qualified veterans seeking employment. Their goal is to create partnerships between public and private organizations that help veterans successfully transition into civilian employment in Washington.

They can help you:

- Improve your job ads.
- Post your jobs statewide or nationally.
- Help assess candidates.
- Translate military skills to the civilian workplace.
- Find qualified veterans for your business.



<https://skillbridge.osd.mil/organizations.htm>



Sept. 14 | Networking Reception | 5 PM - 7 PM PT
Sept. 15 | Career Summit | 9 AM - 4 PM PT

JB Lewis-McChord
CAREER SUMMIT

<https://www.hiringourheroes.org/>



American Military Engineers

SAME Transition

Workshop & Job Fair

<https://www.same.org/event/career-transition-workshop/>



Official Website of the U.S. Office of Personnel Management

FEDSHIREVETS®

<https://www.fedshirevets.gov/>

This is just a small sample of the many organizations and programs that can help you hire transiting service members, veterans, and military spouses

Questions?



14th Engineer Battalion (Rugged!)
Operation Iraqi Freedom – April 2008

Contact Info:

Pete Helmlinger, P.E.

BG, U.S. Army (Retired)

SAME Portland Post President

pete.helmlinger@jacobs.com

Seattle Post February Program

Scholarships Raffle

Seattle Post February 21st Program

THANK YOU!

See You Tuesday, March 21st
Next Seattle Post Noon Program!