



## **A Roadmap to Victory Company: A Veterans Resourcing Program**

We know the problem. Hundreds of thousands of our nation’s veterans call Los Angeles home—but the city does little to support them. While the federal and state governments often fail our returning servicemembers, the city doesn’t have to do the same. But leadership simply isn’t paying attention.

We can become a safe haven, a sanctuary city for all veterans to know LA is a place where they can get the help they want and need. We call it “Victory Company.” The men and women who served us deserve warm places to live, good places to work, and support to help them get through the day. They deserve real programs that make a difference in their everyday lives. They don’t want a handout, they want a helping hand. They don’t want giveaways, they want to contribute to the world. We can do that.

### **The Goal:**

- A safe haven for all our veterans – who not only get the resources they need, but who build our community in the process.

### **Our Targets & Timeline:**

- Guarantee of two years of re-entry programming, including financial support, skills training and education, workforce development, in exchange for two years of service to the city
- Pilot program launched within 3 months; expanded every 6 months
- Veteran alumni program launched within 12 months to provide expanded local programming
- Complete veterans programming for every existing and incoming veteran by 2026.

### **Our Pillars:**

- Service...to the city and its people.
- Support...to veterans who need it.
- Engagement...by the entire city and for the entire city
- Training...in life skills, job skills, community building
- Connection...to other veterans, by veterans, for veterans where possible
- Prevention...of homelessness, isolation, depression, suicide
- Transition...from service to civilian

### **How:**

- Victory Company Creation
  - Our Victory Company is a program that provides comprehensive training and support to vets, from other vets—a system of collaboration, support, and teamwork with real, practical resources and even employment, education, and training. And

the work doesn't just benefit vets – it helps everyone in our community. Top-down dictates are over, ground-up support and needs-based resourcing is in.

- Pilot
  - Victory Company starts with a pilot group of trainees: veterans who will lead the program, from the ground up. Our first corps joins the program as full-time, paid members, and there, they serve as role models for everyone who follows.
  - For six months, they receive full-time training in mental health & medicine, finance & economics, government & policy, and more. Skills that are useful not just for life, but for helping others.
  - After the first six months, members move into a program where half their time is spent mentoring or working with others, in community outreach, or in public service; the other half is spent in skills training or education of their choice. The goal is to focus a benefit from a collaborative team-based program of accountability and support from fellow veterans. Everyone wins. And everyone participates in our city as mentors for at-risk youth, community engagement leaders, and public advocates.
    - Where possible, programming is provided by veterans for veterans.
  - At the end of their two-year engagement, every participant is guaranteed full time job placement in public or private sector.
- Ongoing Structure
  - A two-year paid commitment, during which each veteran:
    - Receives six months of training in key tactics and subjects from mental health to economics to policy-making and beyond
    - Mentors their own team of new members in training every six months for the remainder of their two-year commitment
    - Splits time half and half between community engagement & public service for one half, and personal training and education for the other half.
    - Receives full-time payment for the entirety of their two-year deployment.
    - Upon conclusion of the initial two-year commitment, receives a guarantee of a full-time job in the subject matter of their choice, or two years free at a city college, followed by the guarantee of employment upon graduation.
  - With this format, Victory Company becomes a rapidly-expanding corps of incredible veterans supporting other veterans and neighborhoods across the city.
- The Victory Company Guarantee
  - Eventually, the program will provide a guided “re-entry” to every veteran in Los Angeles, supported not by bureaucracy or handouts, but by other veterans who understand what they’ve been through. They will be empowered by communities who welcome them, and provided a runway to the future of their choosing.
- The Budget
  - Year 1: \$260,000,000
  - Year 2: \$400,000,000
  - Ongoing: \$200,000,000 annually
    - \$200M annual net cost. Nominal topline \$1B total gross cost is offset by using an existing \$800MM already allocated to city employee salaries by

replacing existing retiring current city employees with veteran employees in comparable positions and expertise.

- Breakdown
  - 5,000 pilot members at \$50,000 salary/year
    - Assumes 50% of incoming 10,000 veterans annually participate
    - \$250,000,000/year
  - Programming staff and operations
    - \$10,000,000/year
  - Expansion to existing veteran programming
    - 20,000 veterans in program at any one time (10,000/year)
      - Maximum budgetary commitment \$1B/year
  - Savings Offset
    - Replacement of equivalent of 10,000 city employees that would otherwise have to be hired to provide community engagement, outreach, services, programming.