

Employment Support to Veterans

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Agenda

- ▶ Introduction
- ▶ IJF employment best practices
- ▶ Understanding the veteran talent pool
- ▶ Change the Narrative
- ▶ Leveraging Employers
- ▶ Resources and opportunities
- ▶ Questions

IJF Employment Best Practices

- ▶ Connect veterans to hiring managers
- ▶ Assist veterans in taking ownership for their job search
- ▶ Help veterans understand hiring process and how to compete for jobs
- ▶ Help veterans market and effectively communicate their value
- ▶ Help veterans expand their personal/professional networks
- ▶ Provide services for the entire breadth of veterans

IJF Employment Best Practices

- ▶ Assess veteran experience and help them create achievable goals
- ▶ Understand and present various job training programs
- ▶ Respond to veterans wanting help within 48 hours
- ▶ Follow up with veterans and track retention for at least 90 days
- ▶ Be able to share the following key metrics:
 - ▶ number of veterans served, number placed, number retained for 90 days
- ▶ Do not charge for services

IJF Employment Best Practices

These are the organizations who have stated their commitment to following the IJF employment best practices:



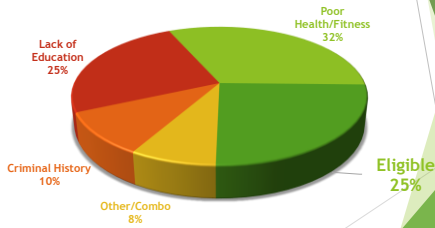
Understanding the Veteran Talent Pool

Why Companies Hire Veterans

- ▶ Leadership, teamwork skills
- ▶ Strong character
- ▶ Structured, disciplined
- ▶ Technical expertise
- ▶ Adapt well to change
- ▶ Loyalty
- ▶ Resilient
- ▶ PR and the "right thing to do"

Source: 2012 Center for New American Security Study

Exclusive Talent Pool



What an Average Veteran Has Done by Age 24

- ▶ Worked in a highly diverse, often multinational, environment
- ▶ Been promoted multiple times
- ▶ Supervised a dozen other employees
- ▶ Been responsible for completing a unit mission
- ▶ Been responsible for millions of dollars of equipment
- ▶ Overcame challenging obstacles through problem solving skills, leadership, and teamwork

All without making excuses

Understanding Military Specialties

The military has hundreds of different specialties, including:

- Finance Technician
- Human Resource Specialist
- Supply Specialist
- Infantry man
- Aircraft crew chief
- Multimedia illustrator
- Broadcaster
- Paralegal Specialist
- Cable Systems Installer
- Computer Repairer
- Geospatial Intelligence Analyst
- Information Technology Specialist
- Carpentry and Masonry Specialist
- Concrete and Asphalt Equipment Operator
- Procurement Specialist
- Mechanic
- Machinist
- Truck driver

Service members often work outside their specialties

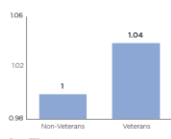
Veterans Soft Skills

Veterans often do not always have experience, but...
Would these skills be useful in your work environment?

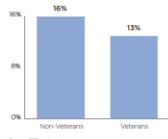
- Effective communication
- Planning
- Identifying resources
- Defining needs
- Developing alternative solutions
- Developing rapport
- Motivating
- Coordinating tasks
- Managing groups
- Delegating responsibility
- Teaching/coaching
- Decision making
- Managing conflict
- Enforcing policies
- Managing time
- Meeting goals
- Attention to detail
- Accepting responsibility
- Organizing
- Meeting deadlines

The Business Case for Hiring Veterans

Employee Performance indexed



Employee Turnover Average Turnover Ratio



Source: 2013 Corporate Executive Board Study

The Business Case for Hiring Veterans

	Company A Hires No Veterans	Company B One in Four New Hires are Veterans
Number of Employees	1,000	1,000
Percent of New Hires that are Veterans	0%	25%
Revenue Improvement per year by one of four hires being veterans		\$1,500,000
New Hire Cost Savings per year by one of four hires being a veteran		\$325,000

Source: CEB analysis

Source: 2013 Corporate Executive Board Study

Why You Should Hire Veterans

The business case for hiring veterans

- ▶ Increased revenue through productivity
- ▶ Decrease in new hire costs
- ▶ Potential tax benefits (up to \$5,000 per hire)

IL Veteran's Tax Credit:

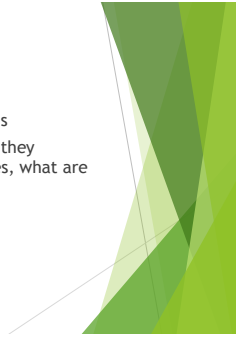
\$825K - \$1.25M for 250 employees

The best reason to hire veterans is because it is good for the bottom line

Change the Narrative

Shift the Conversation

- ▶ Intentional conversations and questions
- ▶ Consider veterans strengths, what are they passionate about, what are their values, what are non-negotiable
- ▶ Need for self-reflection
- ▶ Culture fit

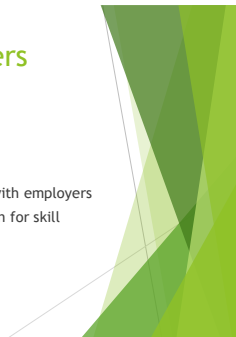


Leveraging Employers



Strategies with Employers

- ▶ Relationship-based
- ▶ High accountability and high support
- ▶ Communication
- ▶ Create, sustain, and leverage relationships with employers
- ▶ Leverage our talent; hire for loyalty and train for skill
- ▶ Self-sustainability
- ▶ Employers are our clients too



Employment Resources and Opportunities



Resources

- ▶ HVRP's Homeless Veterans Reintegration Program
- ▶ SSVF Supportive Services for Veteran Families Program
- ▶ IJF <http://www.illinoisjoiningforces.org/find-resources>
- ▶ CJC Workforce Development Working Group



Questions?