

The background of the slide features a large American flag with its characteristic red and white stripes and a blue field with white stars. Below the flag, there is a silhouette of a group of people standing in a line, possibly at an outdoor event or ceremony. The text is overlaid on the right side of the image.

Attract, Hire & Retain Military Veteran Talent

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LEARNING OBJECTIVES

- Examine the major benefits of hiring veterans
- Translate military experience to civilian workforce skills
- Review resources and methods available to help employers attract and hire veterans
- Gain an understanding of veteran employee retention strategies
- Explore techniques for supporting veteran employees



How many military members in the U.S. transition into civilian life each year?

COMMON MYTHS DEBUNKED

- Most veterans served in combat
- Most veterans suffer from PTSD
- Veterans are not formally educated
- Military skills are non-transferrable
- Veterans are unemployed
- There are few female veterans

MYTHS
BUSTED

BENEFITS OF HIRING VETERANS

- **Characteristics**
 - Proven leadership
 - Personal accountability
 - Advancing the organizational mission
 - Experience working in diverse teams
 - Adaptability to change
 - Creative problem solving
 - Strong work ethic, loyalty & resilience



BENEFITS OF HIRING VETERANS

- **Skills & Education**
 - Highly specialized education & training
 - Hands-on experiences/high-stress exercises
 - Critical “soft skills” including ethics and leadership
 - College degrees/certifications



MILITARY SKILLS TRANSLATION












- **Pay Grade & Rank**
 - ◇ Core competencies
- **Occupation**
 - ◇ Job specialty (MOS)
- **Education**
 - ◇ Courses, degrees, and credentials














OFFICERS

Officer

Army – Air Force – Marines

O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9	O-10	Special
										
Second Lieutenant	First Lieutenant	Captain	Major	Lieutenant Colonel	Colonel	Brigadier General	Major General	Lieutenant General	General	General of the Army

Navy – Coast Guard













O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9	O-10	Special
										
Ensign	Lieutenant (junior grade)	Lieutenant	Lieutenant Commander	Commander	Captain	Rear Admiral (lower half)	Rear Admiral (upper half)	Vice Admiral	Admiral	Fleet Admiral (FADM)

NON-COMMISSIONED OFFICERS












Uniformed Service Rank Chart

Enlisted

Army

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Senior Enlisted Advisors
Private (PV1) No insignia	Private (PV2) 	Private First Class (PFC) 	Corporal (CPL)  Specialist (SPC) 	Sergeant (SGT) 	Staff Sergeant (SSG) 	Sergeant First Class (SFC) 	Master Sergeant (MSG)  First Sergeant (1SG) 	Sergeant Major (SGM)  Command Sergeant Major (CSM) 	Sergeant Major of the Army (SMA) 

Marines

E-1	E-2	E-3	E-4	E-5	E-6	E-7	E-8	E-9	Senior Enlisted Advisors
Private (PVT) No insignia	Private First Class (PFC) 	Lance Corporal (LCpl) 	Corporal (Cpl) 	Sergeant (Sgt) 	Staff Sergeant (SSgt) 	Gunnery Sergeant (GySgt) 	Master Sergeant (MSgt)  First Sergeant (1stSgt) 	Master Gunnery Sergeant (MGySgt)  Sergeant Major (SgtMaj) 	Sergeant Major of the Marine Corps (SgtMaj)MC 

MILITARY GRADE AND RANK

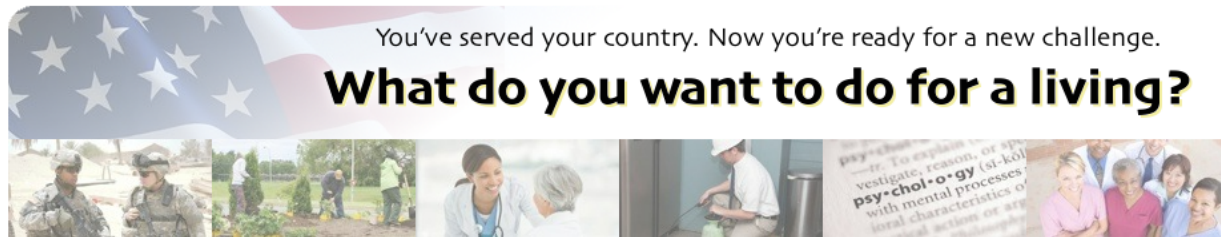
Military Grade and Rank			Comparable Civilian Experience Level	Key Skills
Enlisted	Warrant Officer	Officer		
E1 to E3			Entry-Level	Support Services, Team Member, Open to Learn High Standards
E4 to E5		O1	Midlevel	Team Leader, Problem Solving, Team Building Talent Development, Mid-level Manager
E6 to E7	W1 to W3	O2 to O3	Senior Level	Department Leader, Project Manager, Senior Advisor, Materials Management, Logistics Planner
E8 to E9	W4 to W5	O4 to O5	Executive Level	Executive Officer, Deputy Director, Program Manager, Senior Administrator
		O6 to O9	Senior Executive Level	Chief Executive Officer, Organizational Leader Senior Director, Change Initiatives, New Product Development

Based on likely training received at each rank.

TRANSLATING MILITARY OCCUPATIONS



- ARMY
- AIR FORCE
- MARINES
- NAVY



"I want to be a ..."



Search careers with key words.

Describe your dream career in a few words:

Examples: doctor, build houses

Search



"I'll know it when I see it."



Browse careers by industry.

There are over 900 career options for you to look at. Find yours in one of these industries:

Administration & Support Services

Browse



"I liked my last job."



Find careers like your military job.

Enter the name or code of your military classification. We'll suggest civilian careers with similar work.

Army (MOS)

Examples: 15W, radio operator

Find



LOCATING VETERAN TALENT

- Veteran career websites
- Local military installations
- Veteran associations
- Career fairs



Interviewing Veterans: Scenario

What did you do at your last job?

I drove a truck.

Interviewing Veterans: Asking the right questions

- **Off Limits:**

- What kind of discharge did you get from the military?
- When will you get deployed again?
- Were you ever injured in combat?
- Will you have to miss much work due to your military service?

- **Instead, Ask:**

- Will you be able to perform the duties of the job description with reasonable accommodation?
- What did you do in the military?
- Which of your military experiences will translate to this job?

INTERVIEWING VETERANS

- Know what they bring
- Clearly explain the job
- Make path to promotion clear
- Make them comfortable
- Utilize active listening
- Ask probing questions



VETERAN HIRING BEST PRACTICES

- Leadership “Buy-in”
- Create a Veteran “Affinity” Or Employee Resource Group
- Create a Veteran Mentorship Program
- Empower Your Veteran Employees To Recruit For You!
- Know the Codes (Military Job Translation)
- Draft Veteran-Friendly Job Descriptions
- Post Jobs Where Veterans Can Find Them

NEW HIRE ORIENTATION

- Explain organizational/management structure
- Describe advantages of collaborative/flexible environment
- Make path to promotion clear
- Provide communication strategies for managers





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RETENTION STRATEGIES

UNDERSTANDING MILITARY CULTURE

Truths About the Military:

- Hierarchical structure
- Clear chain of command
- Less individual autonomy

Common Challenges:

- Culture Shock
- Lack of Clear Purpose

RETENTION STRATEGY

- Challenging /engaging opportunity
- Clearly stated expectations of the position
- Known pathway for advancement
- Create opportunities for collaboration
- Provide leadership opportunities
- Impact on the organization
- A mentor (preferably a veteran)
- Clear and open verbal and written communication



YOUR ORGANIZATIONAL CULTURE

- Employee Education
- Diversity Programs
- Hiring Initiatives
- Volunteer Opportunities

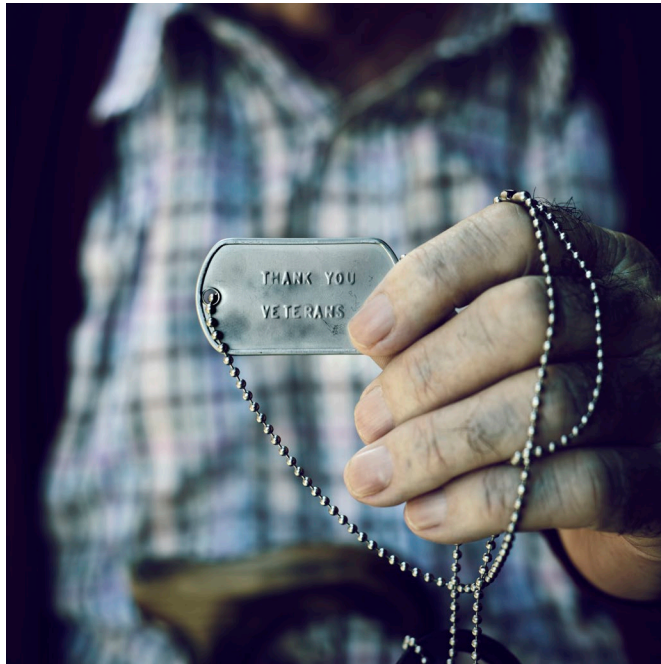


KEY TAKEAWAYS

- Understand your audience
- Support the culture
- Meet them where they are – get involved!



Q & A & Group Discussion



THANK YOU!

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