

TRANSITIONING SERVICE MEMBERS AND VETERANS

19 REASONS TO HIRE THEM



Leadership



Decision Making



Persistence



Handling Work
Stress



Dependable



Attention To
Detail



Interpersonal
Skills



Teamwork



Oral
Communication



Training Others



Managing The
Work Of Others



Critical Thinking



Written
Communication



Project Planning



Situational
Awareness



Adaptability



Continuous
Learning



Behaving
Ethically



Operating Safely

Research Provided by the RAND Corporation

DEPARTMENT OF DEFENSE TRANSITION TO VETERANS PROGRAM OFFICE

Communities and industries that recruit, hire and retain transitioning service members have a competitive advantage over others.

The Department of Defense's Transition to Veterans Program Office serves as a connection point in accessing this consistent pipeline of talent.

To learn more, connect with us at www.DoDTAP.mil
or on LinkedIn: <https://www.linkedin.com/company/transition-to-veterans-program-office>



**TRANSITION to
VETERANS**
PROGRAM OFFICE

HIRING

Employers can connect with transitioning service members and share job opportunities in many ways. Below are a few ways to get started.

Hiring Our Heroes connects employers with transitioning service members, talented veterans and military spouses

- Attend a United States Chamber of Commerce Foundation Hiring Our Heroes (HOH) Transition Summit, Job Fair, Community based Hiring Event, Community Employer Engagement Event or Sports Expo Hiring Event.
- Consider creating a “Corporate Fellowship Program” through HOH. These programs match transitioning service members and spouses with participating companies.
- Find out more at: <https://www.uschamberfoundation.org/hiring-our-heroes>

Create an Apprenticeship or Internship Program to connect with transitioning service members before they leave the Service

- Capitalize on the DoD’s SkillBridge initiative, which allows service members to receive job skills training, starting up to six months prior to separation. Find out more: <https://www.dodskillbridge.com>
- Employers may also apply for national and/or state funding to create or expand apprenticeship programs through the Department of Labor’s American Apprenticeship Grants program. Find out more: <https://www.dol.gov/featured/apprenticeship>

WAYS TO CONNECT



Department of Labor’s Veterans.gov offers employers resources in finding and hiring transitioning service members and veterans.

- Click on “Hire Veterans”
- Contact a Veterans Employment Coordinator to get free one-on-one assistance in creating a veteran hiring plan
- Link to your state job bank. Once registered, your jobs will be automatically posted to veterans.gov through the US.jobs National Labor Exchange
- Contact a Veterans Employment Representative at your local American Job Center. Let them know you want to hire a veteran. They will help you identify qualified veterans
- Find out more at: <http://veterans.gov>

Employers are also encouraged to reach out to local military installations or to local Department of Labor American Job Centers (<https://www.careeronestop.org/site/american-job-center.aspx>) to publish training and employment opportunities.

TVPO commissioned the RAND Corporation to conduct a research study to codify the essential skills service members develop throughout their military service. To learn more, visit: <https://www.rand.org/pubs/tools/TL160-1.html>

BEST PRACTICES FOR HIRING SERVICE MEMBERS AND VETERANS



Get Organized

- Review HR policies supporting veteran hiring
- Review Uniformed Services Employment and Reemployment Rights Act (USERRA) <https://www.dol.gov/vets/serviceproviders/compassist.htm>

Create a Military-Ready Culture

- Establish a veteran onboarding or mentorship program
- Establish a Veteran Affinity Group

Commit

- Set veteran hiring and retention goals
- Announce veteran hiring focus

Find Talent

- Write military-friendly job descriptions
- Connect with DOL American Job Centers
- Post jobs and connect with veterans via social media
- Join the National Labor Exchange

Spread the Word

- Share veteran hiring successes and best practices
- Showcase training opportunities online

Develop Key Source Partnerships

- Build relationships with local military installation transition offices
- Partner with the U.S. Chamber of Commerce Foundation’s Hiring Our Heroes Program
- Sign Statements of Support for the Employer Support of the Guard & Reserve and the Military Spouse Employment Partnership
- Explore DoD SkillBridge or other apprenticeship opportunities