

# Hiring Veterans and Military Spouses



HIRING  
OUR  
HEROES

U.S. CHAMBER OF COMMERCE FOUNDATION

# Why Hiring Veterans is Important Business

More than 1 million service members are projected to leave the military between now and 2019

Veterans and spouses have intangible skillsets that are invaluable to the business world but are often lost in translation

Think about the size of your business and how it relates to your hiring strategies

# Overview



**PREPARE** → **RECRUIT** → **EMPOWER**

## PREPARE: Learn How Veterans Improve Your Business

### **Veterans and Spouses Add Tangible Value**



Learn to Speak “Military”

Get to Know Veterans and Spouses

- A survey of over 800 executives showed that veterans were better than civilians in areas including teamwork and work ethic.
- Veterans receive technical training at a more accelerated rate than nonmilitary workers.
- Some qualities shared by veterans:
  - They live by a code of integrity
  - They are professional in their appearance and manner
  - They know how to adapt

- Veterans are valuable to small businesses because they thrive in environments that call for them to do more with less.
- S&P Companies led by CEOs with military experience had higher-than-average returns.
- Veterans are well-trained
  - Leadership
  - Risk management
  - Team building

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# Categories of Military Ranks

There are three main categories of rank:

**Enlisted Personnel:** The rank and file

**Warrant Officer:** Highly specialized technical experts

**Commissioned Officers:** Well-trained leaders of people and organizations



# Sample Translation of Military Ranks

<b>Junior Enlisted</b>	<b>E-1 to E-4</b>
Entry-level employees who grow into technicians in their fields.	
<b>Noncommissioned Officer</b>	<b>E-5 to E-6</b>
Managers of the service members who do the day-to-day work.	
<b>Senior Noncommissioned Officer</b>	<b>E-7 to E-9</b>
Experienced people managers and technical experts. They manage leaders who manage teams.	
<b>Specialized E-9 Ranks</b>	<b>E-9</b>
Strategic leaders—the leaders of the enlisted force, focusing on enterprise-level activities.	
<b>Warrant Officer</b>	<b>W-1 to W-5</b>
Seasoned performers and technical leaders. (The Air Force does not have warrant officers.)	
<b>Company-Grade Officer</b>	<b>O-1 to O-3</b>
They have 1–10 years of service. They start in entry-level college graduate positions and rise to manage people and programs. Could oversee 50–150 people.	
<b>Field-Grade Officer</b>	<b>O-4 to O-6</b>
They have 12–30 years of service. Seasoned managers/strategic leaders. Manage large organizations of thousands of people and millions/billions in assets and facilities.	
<b>Flag Officer</b>	<b>O-7 to O-10</b>
They have 18–35 years of service. Strategic executive leaders who lead large, complex organizations across many geographic locations.	

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**Leverage those in your company, or if there are none, tap into your personal network, to find those who have military experience.**

There are many ways to engage veterans and spouses:

- Coordinate an informal breakfast meeting
- Attend a military event in your community
- Reach out to other willing companies

## RECRUIT: Find and Hire Veterans and Military Spouses

### Create a Military-Friendly Website



Make Your Job Descriptions Attractive

Use Recruiting Resources from Hiring Our Heroes

# Create a Military-Friendly Website



ABOUT COMPANIES SERVICES CAREERS GREEN MEDIA

HOME > CAREERS > VETERAN RECRUITING

## CAREERS

- Careers at API Group
- Employment Opportunities
- Leadership Development Program
- Veteran Recruiting**
- Women in Construction

## FEATURED VIDEO

## VETERAN RECRUITING

### HONORING MILITARY VETERANS WITH CAREER OPPORTUNITIES

A U.S. military veteran is someone who, at one point in his or her life, wrote a blank check made payable to "the United States of America" for an amount of "up to and including their life".

That is honor. There are too many people in this country who no longer understand that. We do.

API Group appreciates the leadership, loyalty and superb quality that each veteran brings to the civilian workplace. These qualities are transferable and are positive assets to any company.

...on, which is why we are active in our veteran recruiting efforts. It offers an opportunity to start a career with a company that values military service and will invest in their future.

### API GROUP'S ROTATIONAL PROGRAM (VRP) FOR VETERANS

For more information, please fill out and submit the form.



**U.S. Military Veterans**

Home > Careers > Professional > U.S. Military Veterans

### Transitioning Military & Veterans

Fluor demonstrates its commitment to the men and women who have served in the United States Armed Forces by providing meaningful, challenging career opportunities where military skills and experience may be a perfect fit.

**Military Friendly Employer**

In 2014, for the eighth year, Fluor was named one of G.I. Jobs Top 100 Military Friendly Employers®.

Additionally, Fluor was named one of the "Best of the Best 2013" by U.S. Veterans Magazine.

Fluor is a proud supporter of the Employer Support of the Guard and Reserve (ESGR).

Join the Fluor team for an exciting and challenging career.

Search Fluor's current opportunities as a

- Professional, Skilled Craft or Recent Graduate

or

See how your military skills and experience translate to Fluor careers.

Fluor is an equal opportunity employer that recognizes the value of a diverse workforce. All qualified individuals will receive consideration for employment without regard to race, color, age, religion, sex, sexual orientation, national origin, disability and/or protected veteran status. Learn more about diversity and inclusion.

**Perform a job search that matches your skills.**

Professional Job Area

All Countries  To select or deselect multiple terms in a list, please use the advanced search form.

All Job Families

Advanced Search / Profile Login & Setup

[Submission Terms and Conditions](#)

**Translate Your Military Skills to a Civilian Career with Fluor**

**People of Fluor Videos**

Learn more about the kind of people that work for Fluor.

Watch our videos on the People of Fluor.

**BEST BEST 2014** **MILITARY FRIENDLY MIF 14** **ESGR PROUD SUPPORTER**

## Hiring Our Heroes

August 13 · Edited

Tomorrow, Masco Contractor Services will be hosting a job fair from 12-3pm for insulation and gutter installers at Prince William County One-Stop in Woodbridge, VA.

For more information, visit their careers page at [www.mascocs.com](http://www.mascocs.com).



# Simple Tips to Create a Military-Friendly Website

1. Don't put veterans in the diversity category
2. Highlight jobs already identified as good fits with veterans and spouses
3. Publish your mission statement and corporate values

## RECRUIT: Find and Hire Veterans and Military Spouses

Create a Military-Friendly Website



**Make Your Job Descriptions Attractive**

Use Recruiting Resources from Hiring Our Heroes

**“The military has more than 7,000 jobs across more than 100 functional areas, the majority of which have a direct civilian job equivalent.”**

*– Sherrill Curtis, Curtis Consulting Group, LLC*

Follow these steps to write veteran-friendly job descriptions:

- Do your research
- Be inclusive
- Promote the needed skills



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# Hiring Fairs

Sign up to recruit at one of our hiring fairs, held exclusively for veterans, transitioning service members, and military spouses.



# HOH Dashboard

The screenshot shows the Hiring Our Heroes Dashboard with a dark blue header and a vertical navigation menu on the left. The main content area features a 'NEWS AND UPDATES' section with a 'SEE UPCOMING HIRING FAIRS' card and a 'NEXT HIRING FAIR: AUG 12' announcement. Below this is a 'TO DO' section with a 'LEARN WHY VETERANS AND SPOUSES ARE GREAT FOR YOUR BUSINESS' card. A 'CUSTOMER' section is partially visible. A 'VIRTUAL JOB SCOUT' event card for 'SEP 10' is also present. A white callout box on the right contains text and icons for digital tools.

HI, REBEKAH

**HIRING OUR HEROES DASHBOARD**

HOME

NEWS AND UPDATES

SEARCH RESUMES

MY EMPLOYER TOOLS

FAVORITES

OTHER RESOURCES

ABOUT US

EVENT

SEE UPCOMING HIRING FAIRS

NEXT HIRING FAIR: **AUG 12**

SEE ALL HIRING FAIRS

U.S. Chamber of Commerce  
W. Bush Institute's Military Spouse  
Mission Transition Summit in

June 30, 2015 10:06

READ MORE

TO DO

LEARN WHY VETERANS AND SPOUSES ARE GREAT FOR YOUR BUSINESS

EVENT

SEP 10

VIRTUAL JOB SCOUT

One account gives you access to all of HOH's digital tools, all available at no cost to you.

- RESUME ENGINE
- CAREER SPARK
- VIRTUAL JOB SCOUT
- EMPLOYER ROADMAP
- FAST TRACK
- ALL\*VET STATES

# Digital Tools

Access a FREE database of thousands of veteran and military spouse resumes with the **Personal Branding Resume Engine** and **Career Spark**.

**Search by:**

Location  
Job-Level  
Keyword

HIRING OUR HEROES U.S. CHAMBER OF COMMERCE FOUNDATION TOYOTA Let's Go Places In partnership with Blue Star Families

**CAREER spark**

- DISCOVER**  
Discover your expertise by creating a skills-based resume.
- EXPLORE**  
Explore your options when it comes to the job search process.
- PREP**  
Prepare for success by practicing and knowing what to expect.
- TRAC**  
Track yo and ove commo

HIRING OUR HEROES U.S. CHAMBER OF COMMERCE FOUNDATION TOYOTA Let's Go Places

**PERSONAL BRANDING RESUME ENGINE™**

AIR FORCE ARMY NAVY COAST GUARD

**SIGN UP**

Already signed up? [Log In](#)

## Turn Social Networking into an Edge

- USAA's Military Talent Management team attends meetings at the Fort Sam Houston, TX Warrior and Family Support Center to promote USAA's commitment to hiring veterans and military spouses. The team also increases outreach through engagement on military blogs and LinkedIn and Facebook.
- 94% of recruiters use or plan to use social media in their job search efforts. (*Jobvite 2013 Social Recruiting Survey*)

## EMPOWER: Welcome and Support Your Veteran Employees

### Help Your Staff Recognize Veterans



Explain Pathways to Advancement

Show Your Support and Celebrate  
Their Service

- Teach employees the military basics
- Utilize the veterans on your staff
- Take advantage of digital resources
- Dispel the myths
- Educate employees on disability issues and rights

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**Explain Pathways to Advancement**

Show Your Support and Celebrate  
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# Explain How Veterans Can Advance

**Veterans often are frustrated by a lack of written rules and clear paths for advancement in their companies.**

Here are ways to help veterans advance in the workplace:

- Offer timetables for reviews
- Present specific criteria for raise and promotion eligibility
- Challenge and reward them

**Safeway created an intensive, multi-month training program for junior military officers and noncommissioned officers (NCOs), placing them into an accelerated leadership program.**

Safeway sees this effort as an opportunity to find proven leaders who have been educated and trained, and who have experience leading people under a variety of circumstances.

# Onboarding Veteran Employees

**Create an onboarding plan and follow up to assist the veteran through this transition:**

1. Create a mentoring program
2. Establish employee resource or affinity groups
3. Outline the company structure
4. Keep the dialogue going
5. Follow up

Financial services company USAA strives to provide innovative programs aiding new hires' transition from the military to the corporate world and to create a sense of belonging. Formal programs including "Combat to Claims" and "Veterans for IT" bring in new classes of recently separated veteran employees, who are trained and onboarded as a group, providing a built-in support unit.

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Veterans who work at Starbucks wear the iconic green apron with the American flag.

La Quinta Inns and Suites recognizes its veteran, Guard, Reserve and military spouse employees with a special “thank you for your service” pin they wear on their uniforms.



USAA specifically designed an internal employee community, VetNet, over five years ago to assist veteran and spouse employees, with full support from the CEO and executive leadership team. Both a social and business support group, VetNet is leveraged to share information, post military-related events, seek/offer advice or mentoring on the job, list military-related websites, establish focus groups for specific business needs, etc.

# Next Steps

1. Create your employer account on the HOH Dashboard at [www.myhoh.org](http://www.myhoh.org) to access all of our free resources
2. Download the Employer Roadmap workbook at [www.employerroadmap.org/pdf/ERWorkbook.pdf](http://www.employerroadmap.org/pdf/ERWorkbook.pdf)
3. Determine who in your organization is a veteran, transitioning service member or military spouse
4. Subscribe to the monthly employer newsletter at [www.hiringourheroes.org](http://www.hiringourheroes.org)
5. Create your profile on EmployerRoadmap.com



# Questions?

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