



How to become a Veteran Friendly Employer

Illinois Department of Employment Security



Reasons for Hiring Veterans

What Employers look for:

- Professionalism/work ethic
- Teamwork/collaboration
- Communicating effectively
- Critical thinking/problem solving
- Ethics/social responsibility

Skills Strengthened or Enhanced by Military Service:

- Work ethic/discipline
- Teamwork
- Leadership and management
- Mental toughness
- Adapting to different challenges
- Professionalism



Steps to becoming a Veteran Friendly Employer

Internal Steps:

- Customized Hiring Events
- Strategic Outreach
- Veterans Recruiting Veterans
- Regular Advertising
- Talent Acquisition Center
- Veteran Resource Guide for Recruiters

External Steps:

- ESGR (Employer Support for the Guard and Reserve)
- DOD SkillBridge
- HVMP
- Veteran Affinity Group
- Illinois Job Link

Leading Recruiting Practices

Recruiting Efforts:

- Build relationships with colleges to recruit on campus and receive veteran referrals.
- Be clear on veteran recruitment goals.
- Implement system to help communicate with veteran candidates

Join Veteran-Focused Employer Hiring Groups:

Visit:

veteranjobsmission.com and

uschamberfoundation.org/hiring-our-heroes.

Collaboration/Partnerships:

- Leverage TAP and other programs established to aid veterans in gaining employment, such as Wounded Warrior Project and LearnKey
- Put together a group of individuals to lead the company's veteran-employee hiring initiative





Employers sign a Statement of Support Pledge:

- To fully recognize, honor, and comply with the Uniformed Services Employment and Reemployment Rights Act.
- To provide our managers and supervisors with the tools they need to effectively manage employees who serve in the Guard and Reserve.



- Opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service.
- Excellent benefit for installation and Unit Commanders who have members about to be discharged from Active Duty
- Industry partners offer real-world training and work experience in in-demand fields of work while having the opportunity to evaluate the Service member's suitability for the work.



HIRE

VETS MEDALLION PROGRAM



HIRE **Vets**.gov

Veterans Affinity Group

What is an Affinity Group?

- A Group of people having a common interest or goal, or acting together for a specific purpose
- Voluntary, employee driven group that is organized around a shared interest or dimension



What type of training does the GI Bill cover?



Approved Training

- **Veterans GI Bill for On-the-Job Training**
- **Apprenticeship Training Programs**





- Veterans receive notification of upcoming events early
- Create and post a resume or job posting
- Determine whether you're eligible for state- or federally funded workforce programs
- Search for the ideal job or job candidate
- Search for the ideal training or service provider
- Research labor market information

These topics may be utilized to make your company a Veteran Friendly Employer.





Questions?

