

VETERANS RECRUITMENT & RETENTION



PACIFIC LOGGING CONGRESS

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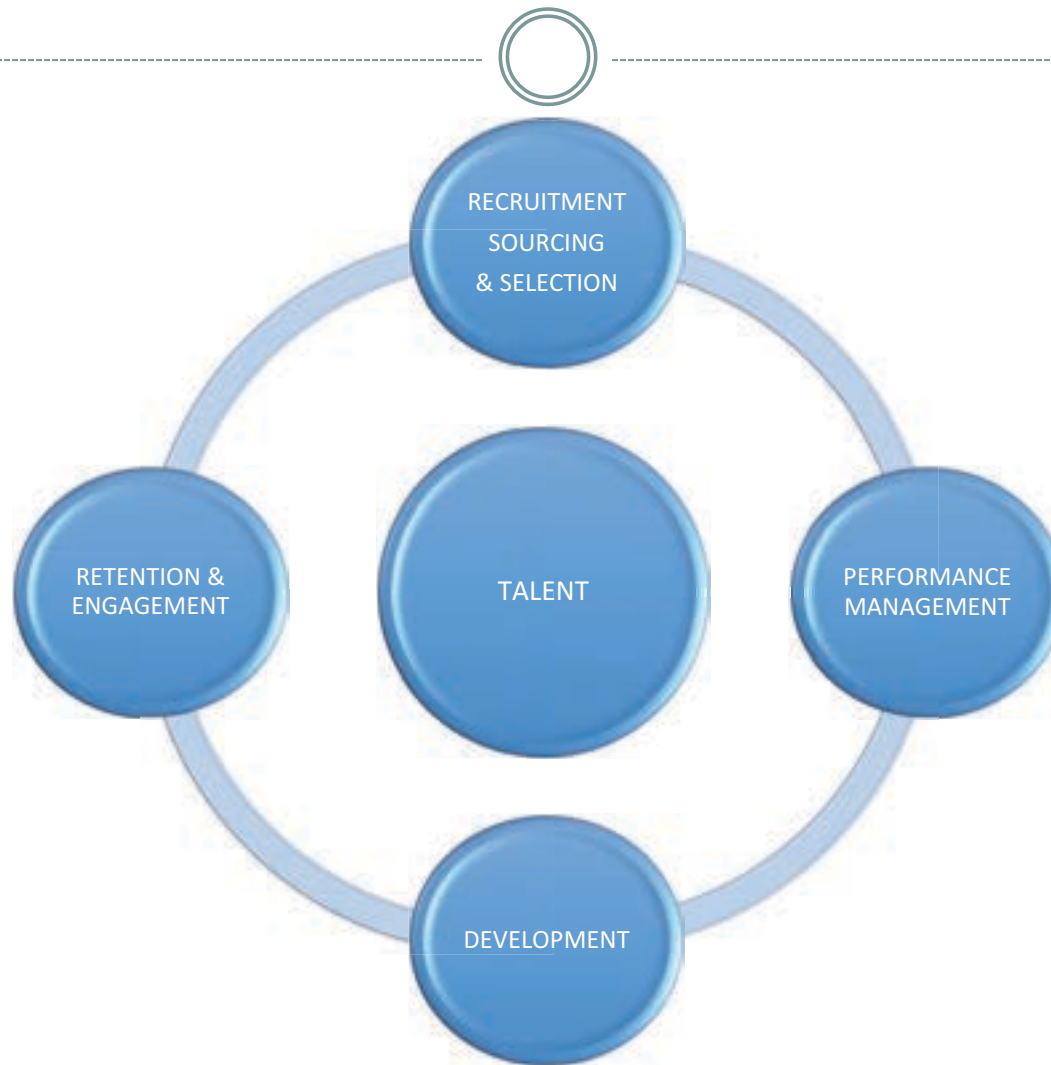
MARKS@DVA.WA.GOV

Military-Civilian Partnerships



- WA ST Military Transition & Readiness Council
- WorkSource Joint Base Lewis-McChord
- Military Spouse Initiatives
- Upstream & Lateral Partnerships

The Talent Management Cycle



SHRM Veterans @ Work

Veteran Recruitment Best Practices



- Recruiter Military Specialty and/or Training
- Veterans Information on Website
- Community Collaboration
- Employment Tracking & Reporting

SHRM Veterans @ Work

Military Spouse Recruitment Best Practices



- **Acknowledgment and Awareness**
 - Transferrable Skills
 - Spouse Compatible Career Paths
- **Recruiter Military Spouse Specialty and Training**
- **Military Spouse Information on Website**
- **Community Collaboration**
 - Military Spouse Employment Program (MSEP)
 - Installation Employment Readiness Program
- **Employee Referral Program**
- **Employment Tracking & Reporting**

Local Recruitment Sourcing



Veterans

- AJC Network / WorkSource JBLM
- Installation Transition Assistance Programs
 - Army Soldier For Life (SFL-TAP)
 - Navy Fleet & Family Support
 - Air Force Airman and Family Readiness
 - Coast Guard Work-Life Programs
- US Chamber – Hiring Our Heroes
- Work of Honor
- Goodwill

Local Recruitment Sourcing



Veteran Training / Readiness Programs

- Military Career Services Programs (CSP's)
- Hiring Our Heroes Fellowship
- Apprenti Microsoft Certification
- Onward to Opportunity
- Goodwill – Operation Good Jobs

Local Recruitment Sourcing



Reserve & National Guard Members

- Local American Job Center (AJC) Sites
- Joint Services Support
 - Work for Warriors
 - Employer Support for the Guard & Reserve (ESGR)

Local Recruitment Sourcing



Military Spouses

- AJC Network / WorkSource JBLM
- Installation Employment Readiness Programs
- HOH – Military Spouse Professional Network
- Work of Honor

Performance-Based Recruiting



- What problem are you trying to solve?
- What similar problems has the candidate solved?
- What ‘growth-premium’ can you offer?

SHRM Veterans @ Work

Veteran Performance Management & Development



- **Strong Onboarding & Orientation**
 - Culture, Norms, & Cadence of Organizational Life
 - Consider 'Pre' Onboarding
- **Performance Plans, Training Plans, & Evaluation**
- **Regular Coaching & Feedback**
- **Clear Personal / Career Paths**

SHRM Veterans @ Work

Spouse Performance Management & Development



- **Remote Work**
 - Self-Directed
 - Remote Supervision
- **Military Spouse Compatible Career Paths**
 - Quick Training
 - Portable Jobs / Support for PCS Transfers

SHRM Veterans @ Work

Veteran Retention & Engagement



- **Executive Champion**
- **Cultural Integration**
 - Integrated D&I / Military Culture Training
 - Clear Purpose and Mission
 - Peer Mentors & Affinity Group
- **Benefits**
 - Military Benefits Coordination
 - Deployment Flexibility / Wage Support
 - Corporate Social Responsibility Programs

SHRM Veterans @ Work

Military Spouse Retention & Engagement



- **Executive Champion**
- **Cultural Integration**
 - Integrated D&I / Military Culture Training
 - Peer Mentors & Affinity Group
- **Benefits**
 - Military Benefits Coordination
 - Childcare Benefits
 - Flexible Schedules for Military Events
 - Note: Paid Family Leave Law

SHRM Veterans @ Work Certification



- **Certification Site**

<https://www.shrm.org/foundation/about/pages/veterans-at-work-certificate-program.aspx>

- **Requirements**

Completion of five tasks consisting of two surveys, two learning segments, and a short quiz (approx. 10 hours).

- **SHRM Foundation Guidebook**

<http://shrmfoundation.org/veteransguidebook>

- **PsychArmor Institute Video Courses**

<https://psycharmor.org/employer-courses/>
(11 Specific Courses Listed in Guidebook)

Military “Cultural-Competence”



Educating a Nation