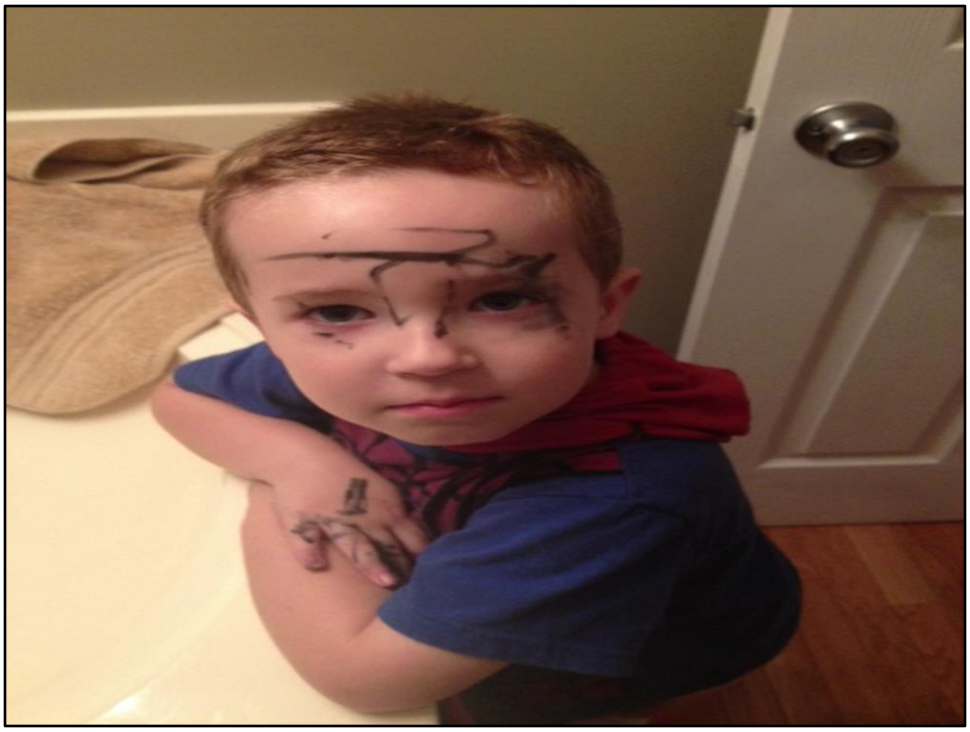
FROM SERVICE MEMBER TO SUPERVISOR



HUMAN RESOURCES' ROLE IN HELPING VETERANS TRANSITION INTO CORPORATE AMERICA


Mark Baker
Photography







Founded Acacia HR Solutions in 2011 which is a human resource management firm in Crystal Lake. We focus on human resource outsourcing, human resource consulting, recruiting and recruiting training (focusing on social recruiting).



This presentation focuses on the misconceptions individuals have about veterans and ways companies can overcome to create effective recruiting strategies.



According to the Bureau of Labor Statistics there are 9.8 million unemployed in the US and 603,000 of them are veterans. This number will increase in the upcoming years by 1million.



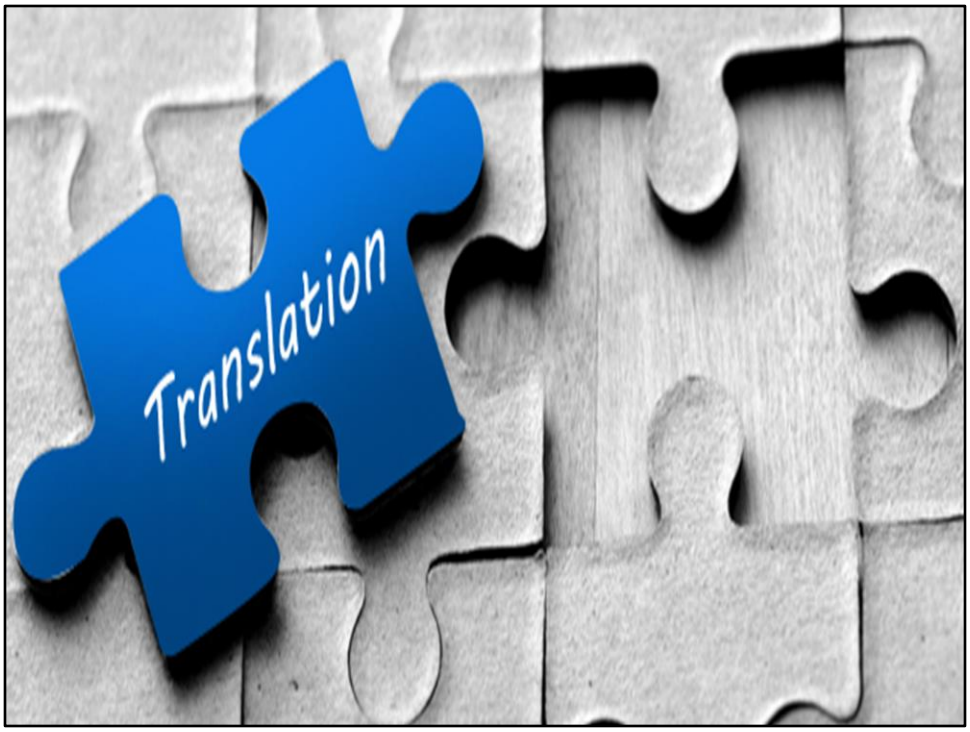
The first perception that HR professionals and hiring managers have to overcome in order to create an effective veteran hiring program is to realize that the picture in our head is not the reality. 91% of veterans never see combat. They are in regular roles like HR, finance and engineering.



The reality is that these are the skills veterans bring to the table as candidates.



It is a misconception that all veterans or even a majority of veterans have PTSD. The reality is that approximately 11% of veterans have PTSD. Conversely 10% of the US female population have PTSD (both civilian and veteran status females). You are as likely to hire a veteran with PTSD as a female with PTSD.



The hardest thing for HR professionals or recruiters to get past is understanding resumes written in military speak. The next three slides are my favorites and most used. A quick Google search for military skills translators however would show many more.



Military.com

A Breakdown of Supervisory / Managerial Experience, and Education Attained by Military Grade Level

Category	Grade Range	Years of Military Experience	4-yr College Degree?	Supervisory / Managerial Experience?
Junior Officer	O1 – O3	O1 - O2 = < 4 years O3 = 9 years	Y	Y (40 – 120 ppl)
Mid-Grade Officer	O4 - O6	10-22 years	Y	Y (750 – 2000 ppl)
Senior Grade Officer	O7 - O10	23 + years	Y	Y (5000+ ppl)
Junior Warrant Officer	WO1 - WO2	2-7 years	Maybe	No*
Mid-Grade Warrant Officer	WO3 - WO4	8-18 years	Likely	No*
Senior Warrant Officer	WO5	19 + years	Likely	No*
Junior Enlisted	E1 - E3	< 3 years	Maybe	No
Mid-Grade Enlisted	E4 - E6	4 - 15 years	Maybe	Y (5 – 25 ppl)
Senior Enlisted	E7 - E9	15 + years	Likely	Y (40 – 120+ ppl)

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25

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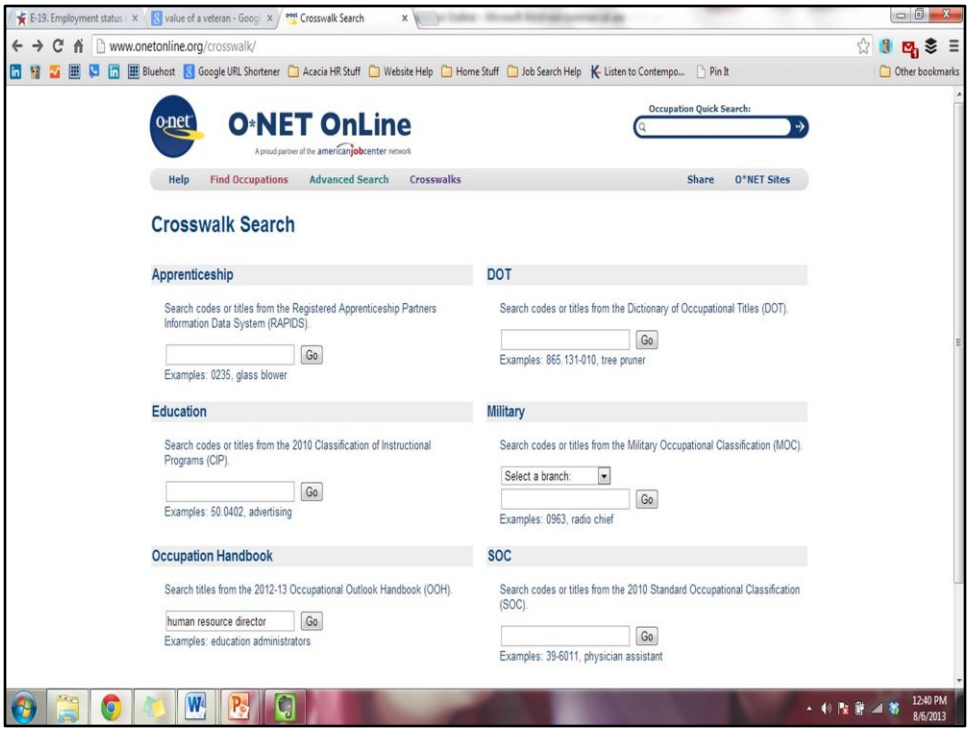

Onetonline.com/crosswalk



Another problem in hiring veterans is understanding military discharge. It is typically discouraged for interviewers to dig too much into discharge reasons as health issues may be uncovered. You can ask for a record of discharge but need to be careful about basing your entire hiring decision upon the reason for discharge. Always seek legal counsel when there are questions.

Another hurdle for veterans transitioning into the workplace is culture shock. Good onboarding programs will help to alleviate the shock that veterans experience. Good inclusion training will also help your current staff embrace the new diverse workforce.


HR



Joiningforces.gov is a program put on by the First Lady and is designed to get companies to commit to hiring veterans and their spouses.



Saying you hire veterans is one thing. Implementing a strategy to make sure you do is another. You need someone to own it. To drive it and to make sure that efforts are in place to attract veteran candidates.



The communities for veterans already exist, you simply have to tap into them. Local veteran groups would love to work with local HR professionals who may have a source of hire for the veterans they work with.



This is our chance to give back to our service members. Hiring our heroes is a commitment to ensuring that we do our part to reach out and hire veteran candidates and not let barriers such as PTSD or not understanding military terms get in the way of hiring what may be the most qualified candidate out there.


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