

Hiring and Retaining Great Talent



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Hiring and Retaining Great Talent

Presenter

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Hiring and Retaining Great Talent

- **Benefits of Hiring a Veteran**
- **Challenges of Transitioning to Civilian Life**
- **How to Help Veterans Transition**
- **Facts About PTSD**
- **Resources Available to Assist Employers**



Why Hire a Veteran

Character

- **Leadership**
- **Initiative**
- **Loyalty**
- **Experience**
- **Maturity**



Why Hire a Veteran

Business Compatibility

- **Adaptable**
- **Agile**
- **Collaborative**
- **Resourceful**
- **Resilient**



Why Hire a Veteran

Skilled Talent

- **Well Trained and Trainable**
- **Hard and Soft Skills**



Why Hire a Veteran

Outcome Focused

- **Process Focused**
- **Mission Focused**
- **Results Oriented**



Why Hire a Veteran

Global Mindset

- **Cultural Awareness**
- **Diversity**



Why Hire a Veteran

Tax Incentives/Financial Assistance

- **U.S. Department of Labor**
 - *WOTC – Work Opportunity Tax Credits*
- **U.S. Veterans Benefits Administrations
Vocational and Rehabilitation and
Employment Program**
 - *Salary Subsidies*
 - *Training Cost Reimbursement*

Challenges

Cultural Differences

- **Entrepreneurial Environments**
- **Collaboration Outside of the Team**
- **Changing Team Leaders based on Projects**
- **Unstructured Lines of Authority**
- **Unclear Paths for Advancement**

Challenges

Different Company Priorities

- **Return on Investment**
- **Increasing Revenue**
- **Grow Market Share**
- **Cut Costs**



Challenges

Miscommunication

- **Military Terminology**
 - *Improperly Translates Skillset*
 - *Can be Misinterpreted*

third edition
Dictionary of
**Military
Terms**
OVER 6,000 TERMS CLEARLY DEFINED

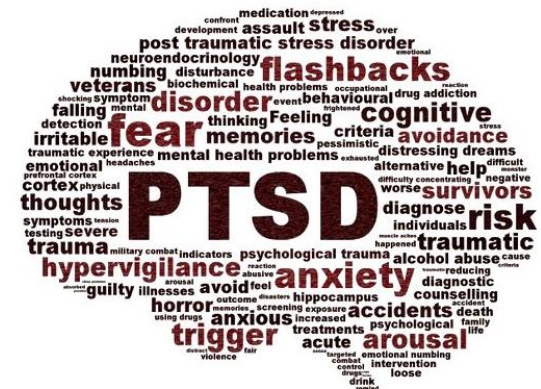


BLOOMSBURY

Challenges

Facts About Post-Traumatic Stress Disorder (PTSD)

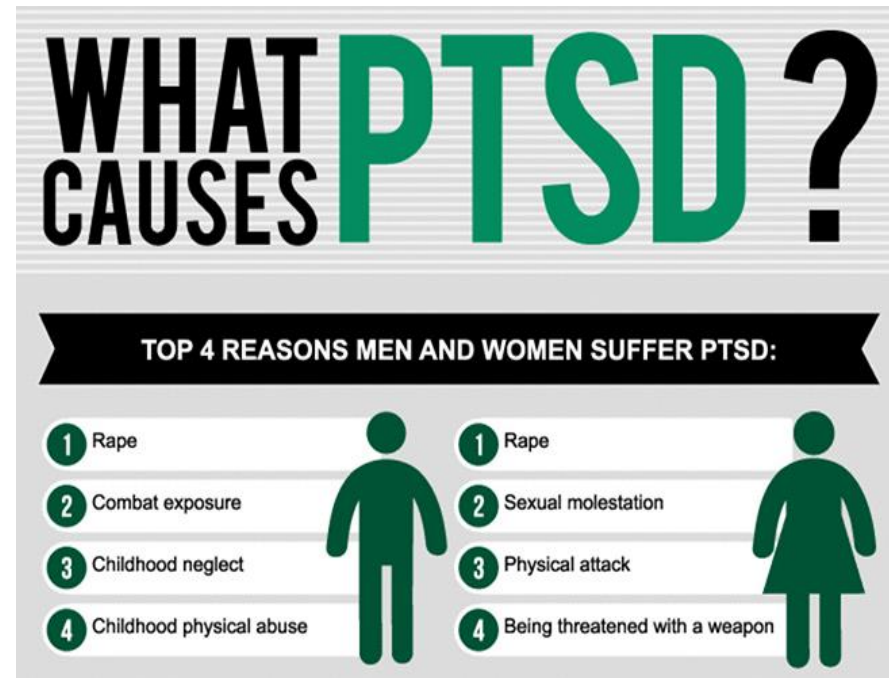
- Can happen to anyone who experiences a trauma (physical violence, car accident, natural disaster or any other shocking or scary event) not just veterans



Challenges

Facts About Post-Traumatic Stress Disorder (PTSD)

The amount of Veterans experiencing PTSD is the same percentage as those who did not serve



Challenges

Facts About Post-Traumatic Stress Disorder (PTSD)

- **PTSD can lead to depression, panic attacks, or the use of drug or alcohol**
- **PTSD does not make veterans prone to violence**

PTSD is a Normal Reaction to Extreme Trauma~
just as **Bleeding is a Normal Reaction to Being Stabbed**

Helping Veterans Adjust

Mentoring (Informal & Voluntary)

- **Pair with Senior Co-Workers or**
- **Pair with Other Veterans**
 - *As a Resource for Answers*
 - *Help with Benefit Questions*
 - *Provide insight into unspoken rules, advancement opportunities, and other cultural information*



Helping Veterans Adjust

Recognition

- **Honor Military Service (Veterans Day and Memorial Day)**
- **Distribute Communication that Highlights the Commitment of Veterans**
- **Recognize Employees Who Have Lost Someone in the War**



Helping Veterans Adjust

Be Careful

- **Some veterans may want to separate themselves from their past military service**
 - *Participating in programs should be voluntary*
 - *Be sensitive to feelings of stress that may arise when implementing initiatives.*

Helping Veterans Adjust

Educating

- **Provide them with information about resources that provide support**
 - *Local Community Groups*
 - *State and Federal Government Agencies*
 - *Employee Assistance Programs*



Helping Veterans Adjust

Being Flexible and Accommodating

- **Support with Reserve or National Guard Responsibility**
- **Provide support and workplace accommodations so Disabled Veterans can be productive in their role**



Helping Veterans Adjust

ACCOMMODATIONS

Facts About Providing Accommodations

- *About 59% of Accommodations cost Nothing*
- *About 36% Experienced a One-Time Cost*
- *One-Time Costs on average was around \$400*
- *About 4% Experience a One-Time and Annual Cost*
- *Only 1% Indicated that there was an Annual Cost*



Helping Veterans Adjust

ACCOMMODATIONS

- **Benefits of Providing an Accommodation**
 - *Attract and Retain Valuable Employees*
 - *Increase Productivity of Talented Employees*
 - *Eliminate the Cost of Training New Employees*
 - *Improves Morale*
 - *Improve Company Diversity*

Helping Veterans Adjust

ACCOMMODATIONS

- **Examples of Reasonable Accommodations**
 - *Flexible Schedules*
 - *Face Mask, Ear Plugs, Lab Coats, and Gloves*
 - *Noise Abatement Equipment*
 - *Service Animals*
 - *Ergonomic Office Equipment*



Employer Support

Resources

Resource	Service Provides
American Corporate Partners	Mentoring Program
Hiring Heroes Employer Roadmap	Employers and Vets Transitioning
JAN – Job Accommodation Network	Confidential Resource on Accommodations
Workforce Opportunity Services	Work Study for Specific Jobs
Hire Heroes USA	Prepares Veterans for Civilian Jobs
DAV Employment Program	Hiring Guide
Recruit Military	Job Placement

<https://www.shrm.org/foundation/ourwork/initiatives/engaging-and-integrating-military-veterans/Documents/4-17%20Vet%20Summit%20Report%20FINAL.pdf>



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FULFILLING OUR PROMISES
TO THE MEN AND WOMEN WHO SERVED

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