

WHY HIRING VETERANS IS GOOD FOR YOUR ORGANIZATION NOTES

1. Some advantages to connecting with transitioning veterans.



2. Key characteristics of veterans and transitioning veterans:

Veterans bring distinctive capabilities to civilian employers...

Teamwork & Leadership	Accountability: superior personal and team accountability. Veterans understand how policies and procedures help an organization function
	Adaptability: experience operating in ambiguous situations, exhibiting flexibility in fluid environments
	Team players: ability to understand the capabilities and motivations of each individual, regardless of background, to maximize team effectiveness
Discipline	Experienced leadership: battle-tested leadership, from the front and by example. Ability to inspire devoted followership and lead groups to accomplish unusually high aspirations
	Self-reliance: demonstrated initiative, ownership, and personal responsibility while leveraging all available assets and team members to ensure success
	Perseverance: proven resilience getting things done despite difficult conditions, tight deadlines, and limited resources
Solving problems	Strong work ethic: belief in the value of hard work and taking initiative
	Values-driven: proven experience dedicating themselves to a cause. Veterans take pride in the mission, values and success of the organization
	Objective-focused: ability to organize and structure resources to accomplish the mission, regardless of roadblocks
	Quick learners: proven ability to learn new skills quickly and efficiently
	High Impact decision-makers: strong situational awareness, ability to understand complex interdependencies and make decisions using practical judgment and creativity
	Diverse perspectives: experience having impact and influencing people across the boundaries of culture, language, ethnicity and personal motivation

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3. Veterans have trouble attracting the attention of hiring managers.
4. Employers can learn to trust and translate military experience into corporate work life:
 - Avoid passing judgment too quickly without understanding the military background
 - Do not mistake “military speak” for poor communication skills. In the military, the ability to communicate quickly and efficiently in their language saves lives
 - Recognize formal military communication style may cause some Veterans to appear cold or distant, and erroneously suggest poor social skills. Encourage Veterans to “sell themselves” as they tend to emphasize only their team’s accomplishments rather than their own
 - Prompt Veterans to “speak freely” as they may have a hard time talking about themselves as individuals
 - Avoid confusing a lack of industry experience with a lack of the necessary capabilities or ability to learn required skills

There are tools to assist employers in understanding military roles

Every role in the military has a unique code	Use best practices for leveraging classification codes
<ul style="list-style-type: none"> ▪ Each branch of the military utilizes its own system to identify a specific job ▪ United States Army and United States Marines use Military Occupational Specialty (MOS) codes ▪ U.S. Air force uses Air Force Specialty Codes (AFSCs) ▪ United States Navy uses naval ratings along with a system of Navy Enlisted Classifications (NEC) ▪ These codes (e.g., “MOS 11Z”) specify an individual’s job, rank, and often any additional qualifications (e.g., training, languages) they may have 	<ul style="list-style-type: none"> ▪ Modify application materials and job postings to ask veteran applicants to specify their military classification code (and rating, if applicable) in either the application, their cover letter, or their resume ▪ List the classification codes corresponding to desired military roles for job opportunities where specific skills or qualifications are required. This will help veterans find roles for which they are best suited ▪ Communicate desired classification codes and qualifications to recruiting channels (e.g., veteran career service centers) ▪ Take into account important caveats to using MOS translators: <ul style="list-style-type: none"> – Not all military roles have direct civilian equivalents (e.g., infantry) – Service members have many capabilities applicable to roles other than those suggested by an MOS translator – MOS codes may not be an accurate reflection what jobs veterans are looking for
Many tools exist online for understanding these codes	
<ul style="list-style-type: none"> ▪ O*Net OnLine offers a “Military to Civilian Crosswalk” that can be used to search for military classification codes that best correspond to a particular civilian job title and vice versa (http://www.onetonline.org/crosswalk/MOC/) ▪ Credentialing Opportunities On-Line (COOL) offers two websites, one for the army and one for the navy, to help you determine how military careers, ratings, and experience can translate to meet civilian certification and license requirements ▪ Army: https://www.cool.army.mil/index.htm ▪ Navy: https://www.cool.navy.mil/index.htm 	

5. The key steps to building a veteran hiring program:

Resources to Find Veteran Talent –National Resources

- <http://www.100000jobsmission.com/> A coalition of almost 50 private firms committed to working together to share best veteran recruiting practices and report hiring results
- <http://www.military.com/> A community-based website for active service members and veterans, including benefit resources and a job-board
- <http://www.hireveterans.com/> A job board website specifically tailored to military backgrounds
- <http://www.veteranscareerfair.com/> An event that matches military-friendly employers with job-seeking veterans
- <http://hotjobs.marieea.org>
- <http://hirepatriots.com>
- <http://www.marinecorpspipeline.com>

– CA Statewide Resources

- Employer Support of the Guard and Reserve (ESGR) www.esgr.org
- Navy Fleet and Family Service Centers
- www.NavNetOnline.net
- CalJobs – www.caljobs.ca.gov
- Hire America's Heroes–www.hireamericasheroes.org
- Marine Executive Association (MEA)– www.marineea.org
- MilitaryConnection.com

– San Diego Local Resources

California EDD Veteran Representatives (LVER)

North County Career Center 1949 Avenida del Oro, Suite 106, Oceanside, CA 92056 -- 760 631-6150

- George Haith LVER 760 414-3517
- Leo Pomare LVER 760 414-3519
- Steven Segobiano LVER 760 414-3533
- San Diego Military Advisory Council -- www.sdmac.org
- Veterans Employment Committee of San Diego County www.sdvec.org
- Veteran's Association of North County (VANC) www.vancnorthcounty.org
- John Maki (Camp Pendleton) -- John.Maki@usmc.mil
- Bud Lichtenstern (Military Officers Association of America) -- budl@score.com
- Tom Hammons (NavNet) -- tjhammons@aol.com
- Chris Graham (Wounded Warriors) -- cgraham@manconinc.com
- Marine For Life Program, Major Dave Baril, david.baril@usmc.mil
- MCRD San Diego -- Ms. Mina Threat from, mina.threat@usmc.mil
- Camp Pendleton Marine Base -- Eddie Tubbs -- eddie.tubbs@usmc.mil, Kristen Newsome -- kristen.newsome@usmc.mil, Lana Massimini -- ana.massimini@usmc.mil, and Connie Francis -- connie.vasquez@usmc.mil
- MCAS Miramar -- Larry Martin -- larry.martin@usmc.mil, Allison Santiago -- allison.santiago@usmc.mil, John Poole -- john.e.poole2@usmc.mil, and Ben Angeles -- benjamin.angeles@usmc.mil
- Camp Pendleton Wounded Warrior Battalion-West -- Lieutenant Colonel Gary Zegley -- gary.zegley@usmc.mil
- MEA West-- Steve Fisher -- fisherCS@aol.com
- Marine For Life "Hometown Links" -- Major Bevin Keen -- bevin.keen@gmail.com, and Major Talisin Burton -- talisin.burton@gmail.com

NOTE: data and resources compliments of the panelists listed below

The Presenters

Jerry Harkin, Senior Consultant at FirstStep OD and Training

Jerry Harken entered the United States Naval Academy, Annapolis, MD. He spent the next twenty-six years as a Surface Warfare Officer, retiring with the rank of Captain. He had eight sea tours which included two as Executive Officer and two as Commanding Officer. Following retirement, Jerry transitioned his experience into executive Human Resources roles and now semi-retired continues to maintain connections with groups working to assist veterans to become employed.

He has been a member of SHRM (national and San Diego chapters) and was a participant in the Workforce Task Force (Chair: Veterans Subcommittee). He has been a member of NCHR-SD since 2002 and a charter member of the NCHR-SD Leadership Council.

Mr. Harkin: <https://www.linkedin.com/in/jerry-harken-7630284/>

Sandra Fichter, MA, SPHR, SHRM-SCP

Sandra Silva Fichter is the owner of Fichter Silva Consulting, Inc., 'A Human Resources Services Company' offering a full spectrum of HR services since 2007.

Sandra served in the U.S. Army, both in the enlisted and officer ranks; her specialty was in Global Logistic. She is one of the founders of JBS Transition Experts, Inc., a 501 (c) 3, and creator of the Career Transition Assistance concept. Now, VetCTAP (A DBA of JBS Transition Experts, Inc.) is entering its fifth year of successfully assisting transitioning military, veterans and military spouses through their career transitions.

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VetCTAP: <https://www.linkedin.com/company/jp-whitaker-&-associates/>

Maurice Wilson, President/National Executive Director REBOOT

NVTS, Inc. is a Nationally recognized San Diego-based 501 (c)(3) organization dedicated to assisting veterans in adjusting to civilian life and securing meaningful employment by combining best-practice performance social solutions and techniques. The organization was established by a group of retired high ranking Naval and Marine Corps officers and workforce development professionals who seek to fill a tremendous gap in the continuum of veteran services. He is also Champion, Educator and Entrepreneur Action Group leader for the San Diego Veterans Coalition.

Mr. Wilson: <https://www.linkedin.com/in/mauricedwilson/>

Reboot: <https://www.linkedin.com/company/national-veterans-transition-services-inc/>

Jack Chirrick, Sr. Director, Operation Homefront

Led nonprofit activities throughout the state of California to provide emergency financial and other assistance to wounded veterans and military families. Jack is a Navy veteran with more than 23 years of leadership and communication experience.

Mr. Chirrick: <https://www.linkedin.com/in/jackchirrick/>