



# Today's Veteran What Makes an Organization Veteran-Friendly



# Why Hire Military?

- There are many reasons why companies are seeking to hire Veterans:
- They bring with them the skills to do the job in a timely and efficient manner
- They have both the hard and soft skills coveted by employers, such as leadership, management, teamwork, accountability, and responsibility
- There are tax incentives associated with hiring Veterans, such as the Work Opportunity Tax Credit (WOTC) and the American Recovery and Reinvestment Act of 2009



# Strengths of Veteran Employees

Employers and organizations can benefit from the many strengths that Veterans bring to the workplace:

- Working well in a team
- Having a sense of duty
- Experiencing self-confidence
- Being organized and disciplined
- Possessing a strong work ethic
- Having the ability to follow through on assignments
- Possessing a variety of cross-functional skills
- Being able to problem solve, adapt to changing situations, and follow rules and schedules



# Veterans Workplace Study

The Department of Veterans Affairs conducted the Veterans in the Workplace study to gain insight into improving Veteran retention in the workplace.

Organizations wishing to attract and retain Veteran employees can benefit from the Veteran-friendly practices derived from this study and additional resources.

An organization does not have to implement all these practices but can choose the practices that are the best fit for the company.



# Overview of Practices

Some Veteran-friendly practices to consider:

- Have a strong Veteran recruitment and hiring program
- Have supportive policies and practices in place for members of the National Guard and Reserve
- Support affinity groups for Veterans and military service members
- Provide orientation training to new Veteran employees on the organization's culture, services, etc.
- Develop and support a Veteran mentoring program



# Overview of Practices Cont.

More Veteran-friendly practices to consider:

- Provide Veteran-friendly EAP services
- Recognize employees for their military service
- Provide training to supervisors on Veterans' issues and available resources
- Give preference to Veteran-owned businesses when seeking product or service vendor support
- Support a military-focused philanthropic effort



# Organize Mentoring

Mentoring program practices to consider:

- Facilitate matching employees with military experience to Veteran employees, as desired
- Develop and implement a Veteran Mentoring Program, or support one that already exists
- Refer to the KANSASWORKS Staff for assistance
- Offer resources, assistance, and support when needed



# Train Supervisors & Managers

- Educate management on the resources available to their Veteran employees within and outside the organization
- Create a workplace culture that encourages employees to seek assistance for professional or personal issues with no fear of retribution
- Train supervisors and managers on military culture and Veterans' issues, including issues regarding PTSD







Gary Westerman  
State Veterans Employment Manager  
(785) 762-8870  
Gary.Westerman@ks.gov

