



Virginia Employment Commission's Veteran Services

Keeping The Promise

To care for him who shall have borne the battle, and for his widow, and his orphan" by securing employment for Veterans and eligible spouses

Serving Those



Who Served



www.vec.virginia.gov/veterans

Virginia Workforce Connection

A Proud Partner of the Virginia
americanjobcenter
network



Virginia Jobs for Veterans State Grant - JVSG

Intentionally Hiring Veterans! Veteran Strong!



Virginia Employment Commission
Veterans Services
Serving Those Who Served



Presented By

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**Virginia Employment
Commission
Veteran Services**
Serving Those



Who Served

Mission

To fulfill President Lincoln's promise "To care for him who shall have borne the battle, and for his widow, and his orphan" by securing employment for Veterans and eligible spouses, including special disabled Veterans, disabled Veterans, economically or educationally disadvantaged Veterans, and Veterans with other barriers to employment.



**Virginia Employment
Commission
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Our Significance

- ◆ Two-thirds of veterans experienced a difficult transition from military to civilian life.
- ◆ Veterans name “finding a job” as the greatest challenge in transitioning.
- ◆ Most feel their military service is respected by employers, but three in five veterans express concerns about cultural barriers.
- ◆ Not all veterans received support or training for transitioning to the civilian workforce.



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Our Significance

- ◆ About one in five veterans surveyed are unemployed and currently seeking employment.
- ◆ Job seekers report using multiple resources for trying to find employment, but show great interest in additional tools.
- ◆ There are high expectations for employer-provided support programs for veterans.



VEC/JVSG LOCATIONS

There are over 2,500 American Job Centers nationwide. VEC/JVSG services are integrated into and working in partnership with the 34 AJCs and affiliated centers in the Commonwealth of Virginia.

americanjobcenter
VIRGINIA

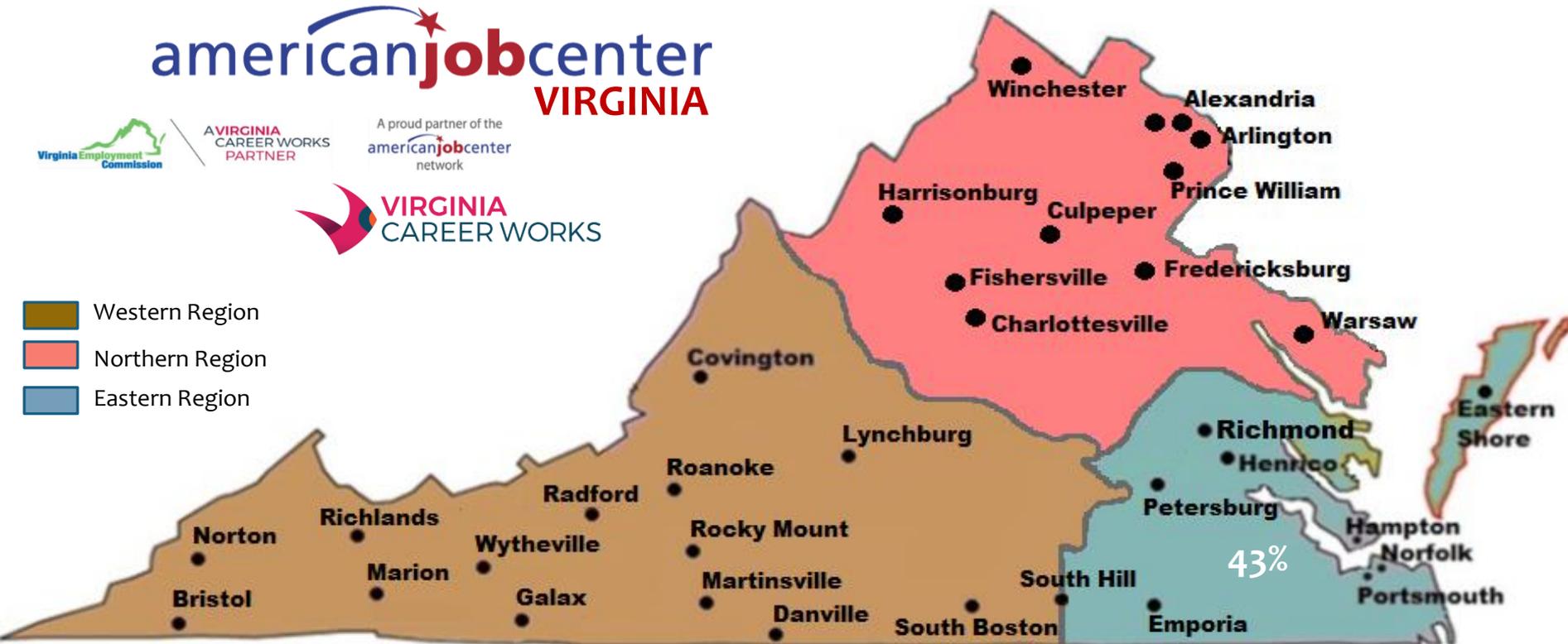


A VIRGINIA
CAREER WORKS
PARTNER

A proud partner of the
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network

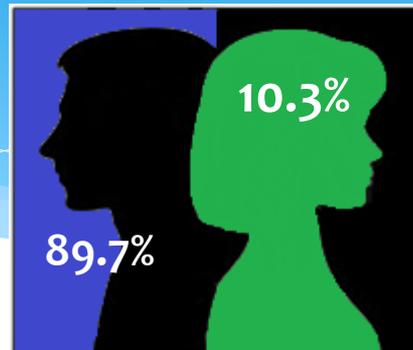


- Western Region
- Northern Region
- Eastern Region

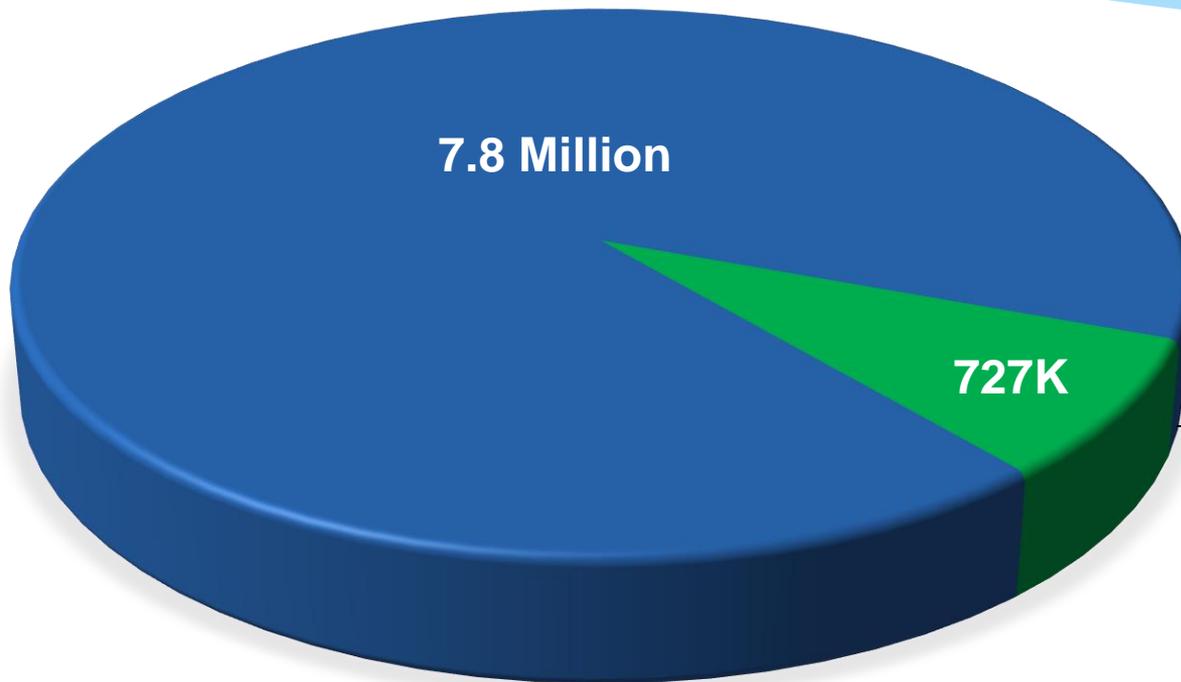


VIRGINIA VETERANS

Total State Population:
8.5 Million



GENDER



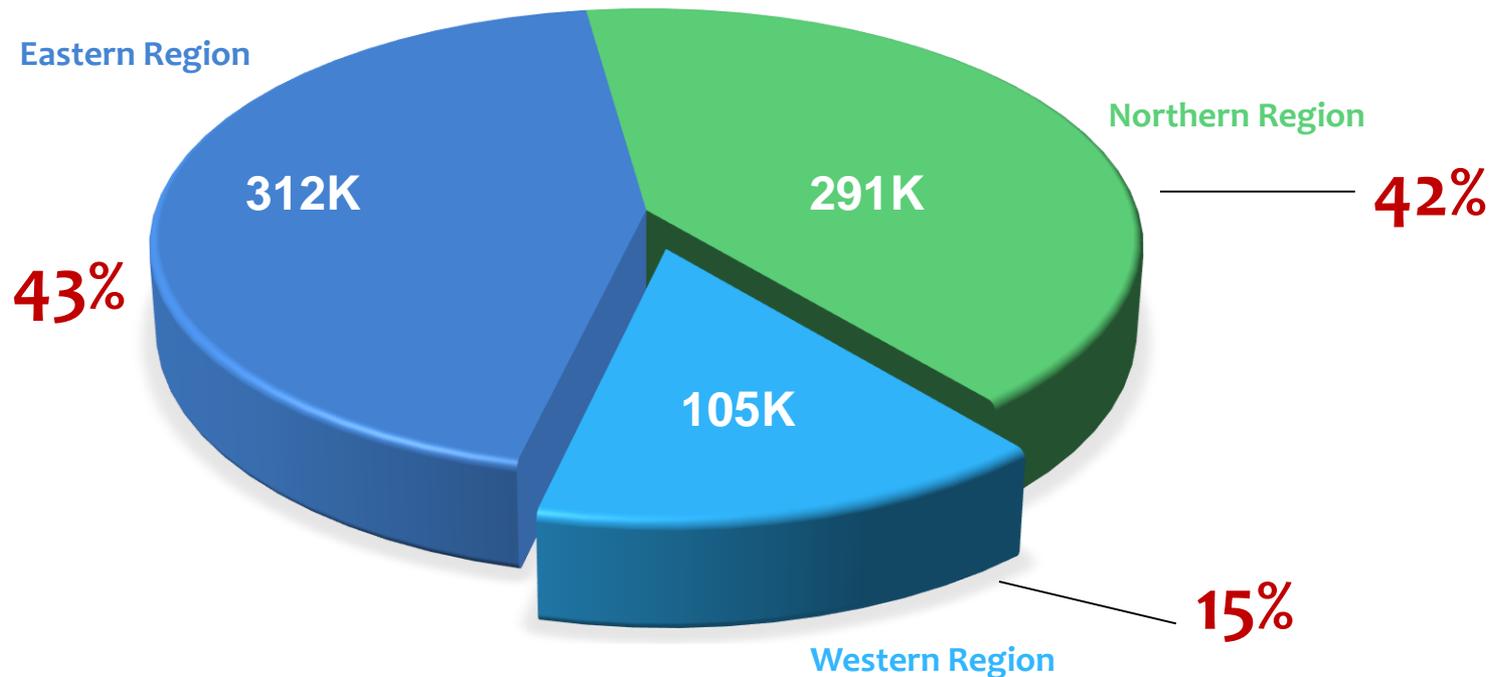
9.1%

■ Virginia Civ Population

■ Virginia Veterans

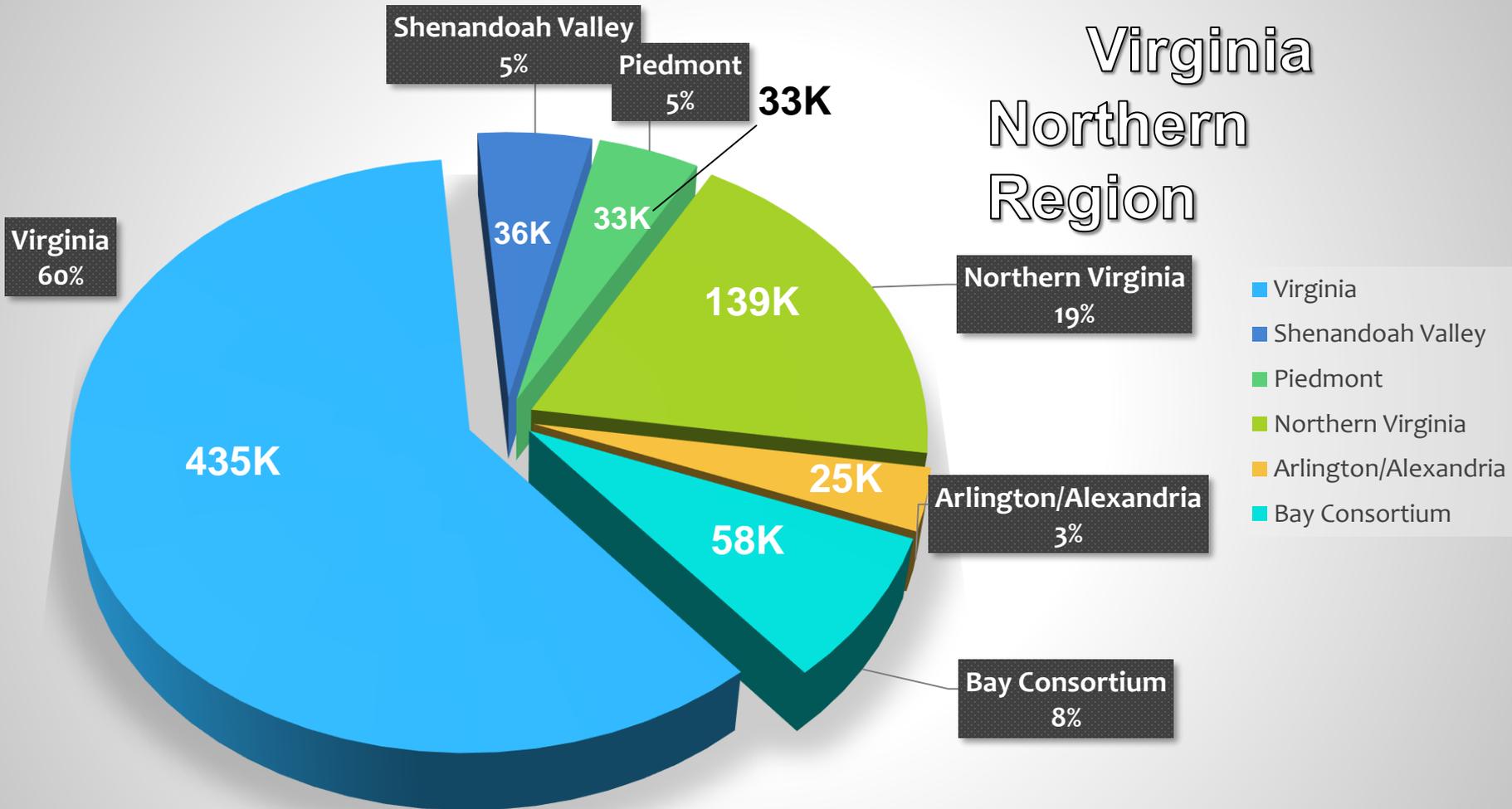
VIRGINIA VETERANS

Total Veteran Population:
726,470



VETERAN POPULATION

Total Veteran Population: 726K

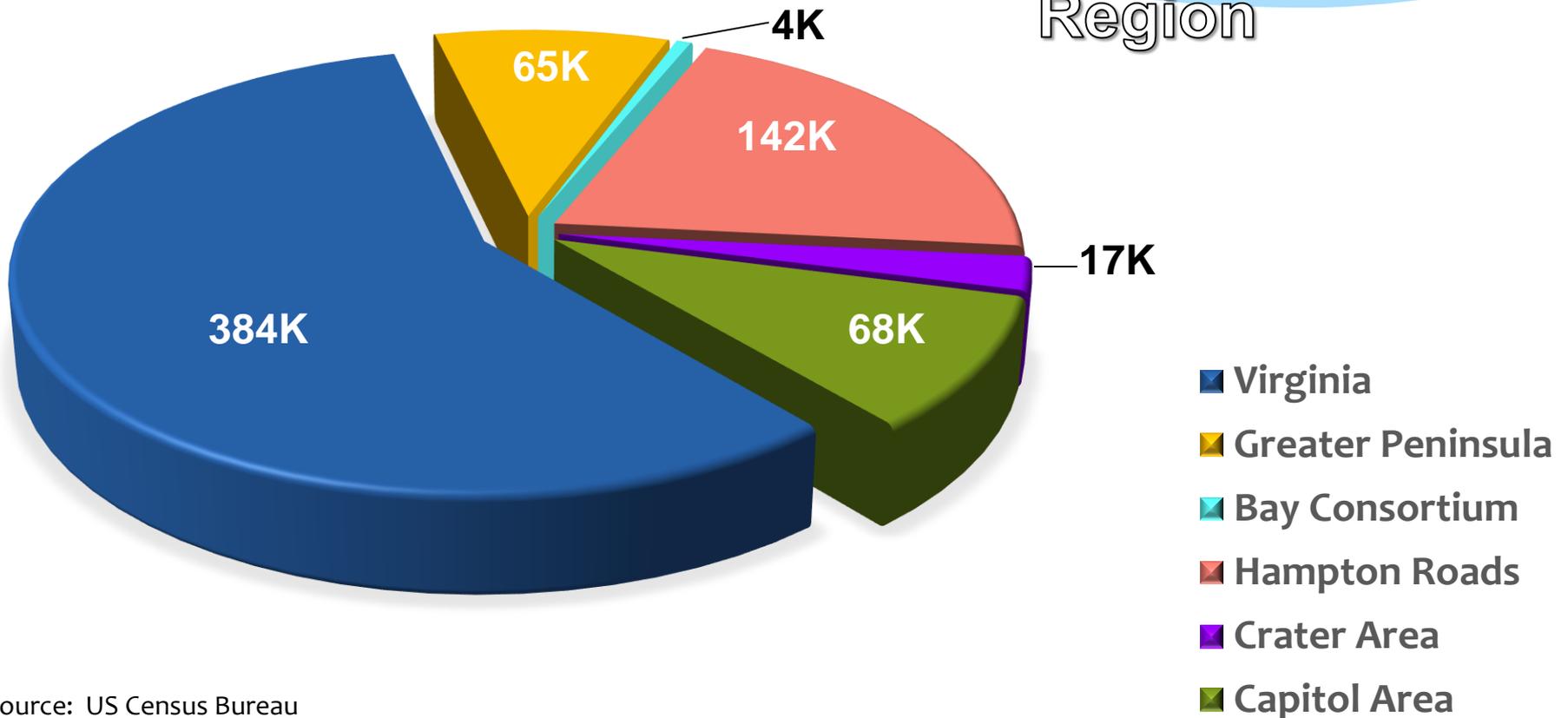


Source: US Census Bureau
census.gov

VETERAN POPULATION

Virginia
Eastern
Region

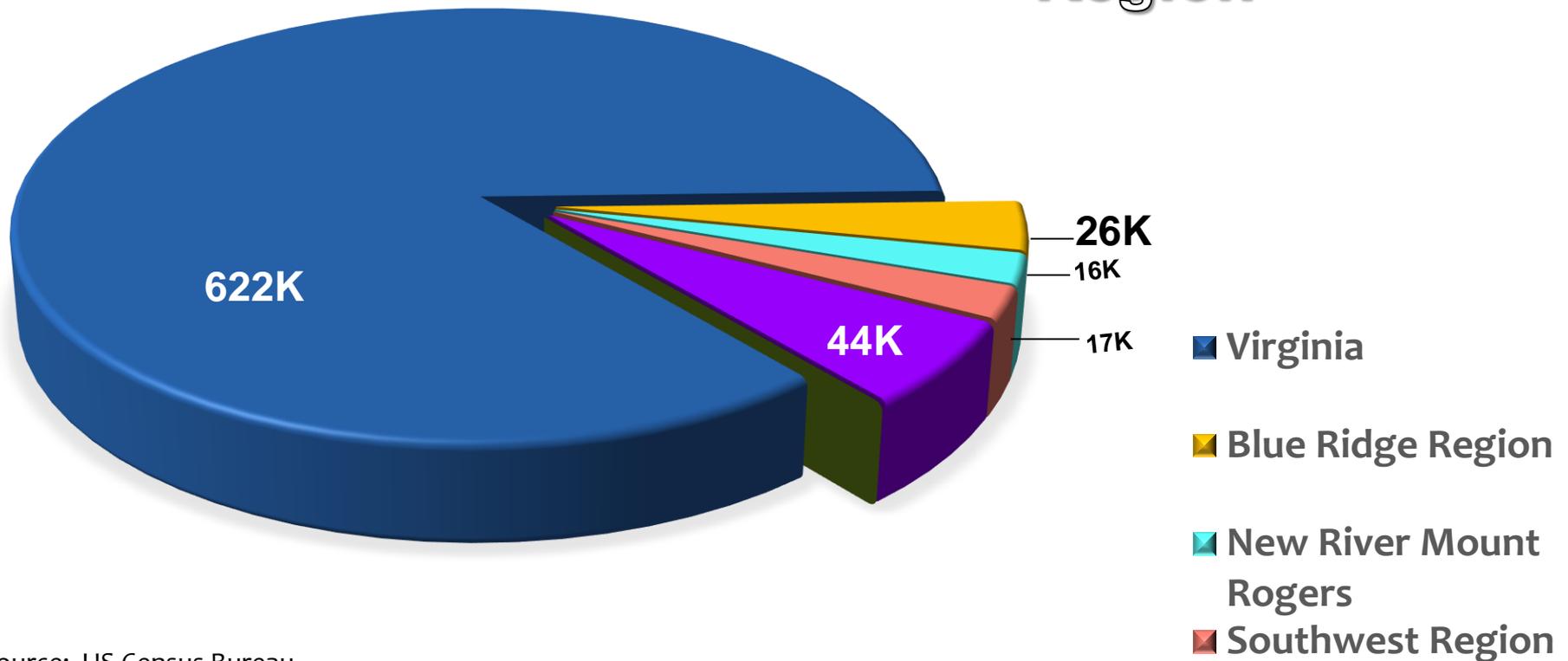
Total Veteran Population: 679K



VETERAN POPULATION

Virginia
Western
Region

Total Veteran Population: 679K





**Virginia Employment
Commission
Veteran Services**
Serving Those



Who Served

Our True Core Values

- ◆ Selfless Service
- ◆ Veteran Centric/Serving

those who served

◆ **Intentional**



Becoming a Military Ready Employer



Step # 1



Understand The Issues

Virginia Veteran Population

- Over 849,00 Veterans
- Over 107,000 Women Veterans

Veterans Possess most of the skills cited in Critical Skills Needs and Resources for the changing Workforce co-published by SHRM and Wall Street Journal in 2012

Considerations for Military Talent – Transition is challenging

Consideration for Spouses and Family Members –

Changing Service Member Demographics

Ongoing Challenges for HR staff- Find it challenging to find Veterans



Develop A Business Case

Step #2



- ◆ Organization Benefits in Key Measurable Ways
 - ❖ A workforce with coveted core competencies
 - ❖ Enhanced brand recognition
 - ❖ Increased talent attraction and retention
- ◆ There are Tax Incentives and Credits
 - ❖ Returning Heroes Tax Credit
 - ❖ Wounded Warrior Tax Credit





Step # 3 →

➤ Key Elements

- ❖ Specific needs
- ❖ Possible Solutions
- ❖ Connection with Organizational goals
- ❖ Potential Return on Investment

**Develop a Vision and
Program Concept**

Step # 4 →

**Engage Senior
Leadership**

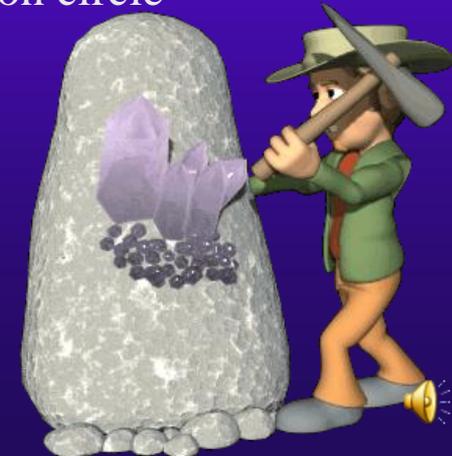
➤ How to Identify the Right Champion

- ❖ Identify the best internal champions
- ❖ Determine if there is an external supporter
- ❖ Define the needs and concerns of those in the champion circle
- ❖ Present Vision Initiative based on audience

Step # 5 →

**Conduct a Culture and Needs
Assessment**

➤ Be honest and Candid



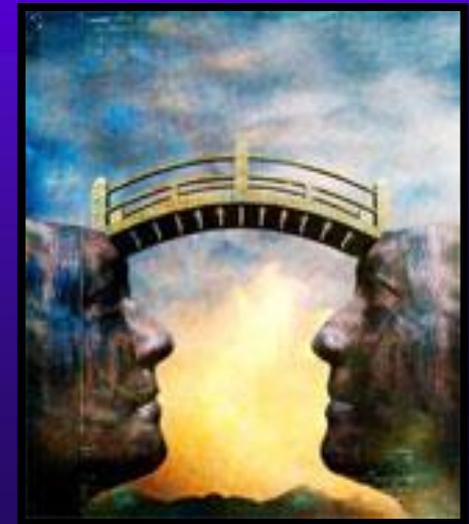


Step # 6



Establish Program Elements Across
The Employment Life Cycle

- ◆ Correlating Military Jobs to Civilian Jobs
- ◆ Sourcing Military Connected Candidates
- ◆ Applying Flexibility Strategies
- ◆ Designing Benefits and Compensation
- ◆ Interviewing Effectively
- ◆ Onboarding and Assimilation
- ◆ Engagement and Retention
- ◆ Performance Management
- ◆ Succession Planning





Step # 7



Develop Internal and External Messaging And Awareness

- ◆ Branding as Military Ready
- ◆ Internal Communications
- ◆ Compliance Training
- ◆ Understanding PTSD and TBI
- ◆ Community Outreach



Step # 8



Define Goals and Measure Success

Be very clear about what you want to measure so as to focus effort on activities that will achieve the desired results.

Ensure that you establish measurements for each method that is used to achieve the desired goal.



Step # 9



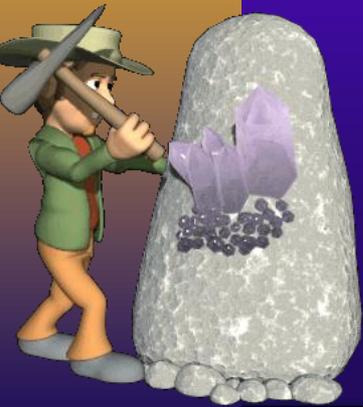
**Implement and Manage
The Plan**

- ◆ Assign Accountability
- ◆ Review Target Launch Dates

Step # 10



**Report and Share
Success Stories**



A silhouette of a person in a military-style uniform saluting, set against a blurred background of the American flag. The person is facing away from the camera, with their right hand raised to their forehead in a salute. The flag's stars and stripes are visible, though out of focus.

QUESTIONS