



**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](http://www.vec.virginia.gov/veterans)

Virginia Workforce Connection

A Proud Partner of the Virginia american job center network  
Virginia Employment Commission Veterans Services

Virginia Jobs for Veterans State Grant - JVSG

Virginia Employment Commission's  
**Veteran Services**

*Intentionally Hiring Veterans!*  
**Veteran Strong!**

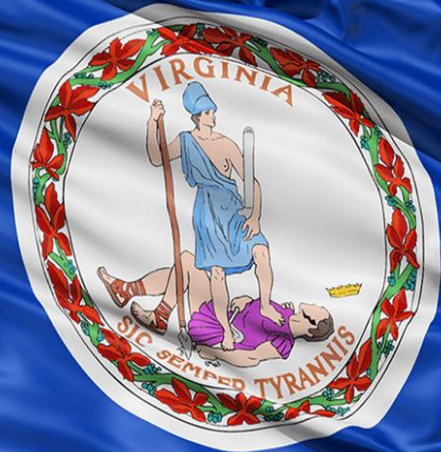


**Veterans Services**  
Serving Those Who Served



**Presented By**

**DR. ROBERT MILTON WALKER JR., (DMin, MA MFT)**



**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  
Veteran Services**  
**Serving Those**



**Who Served**

# 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.





**Virginia Employment  
Commission  
Veteran Services**  
**Serving Those**



**Who Served**

# 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  
americanjobcenter  
network



-  Western Region
-  Northern Region
-  Eastern Region

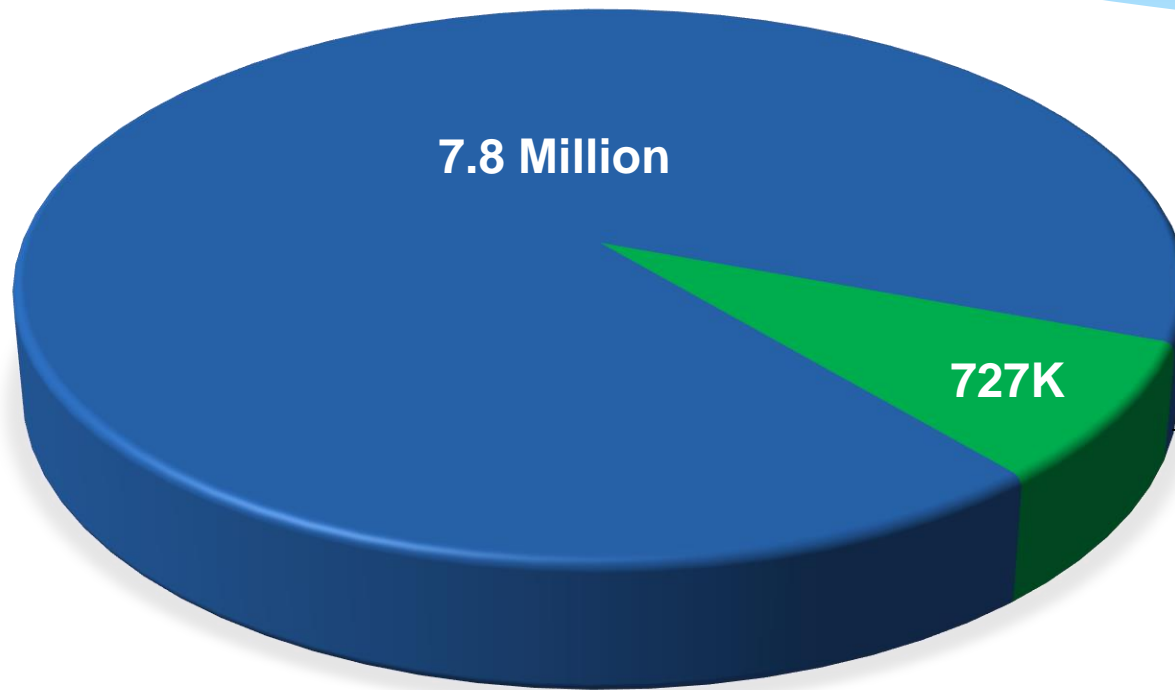


# VIRGINIA VETERANS

**Total State Population:  
8.5 Million**



**GENDER**



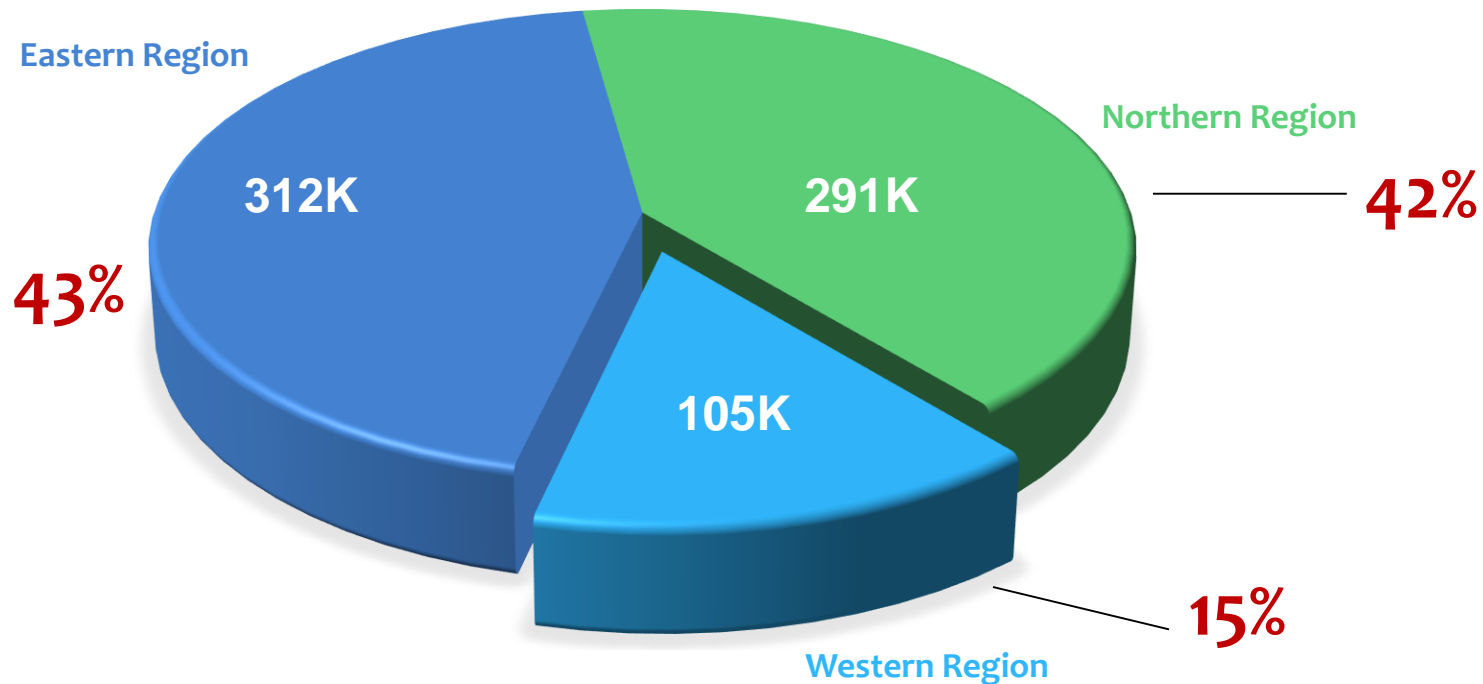
**9.1 %**

■ **Virginia Civ Population**

■ **Virginia Veterans**

# VIRGINIA VETERANS

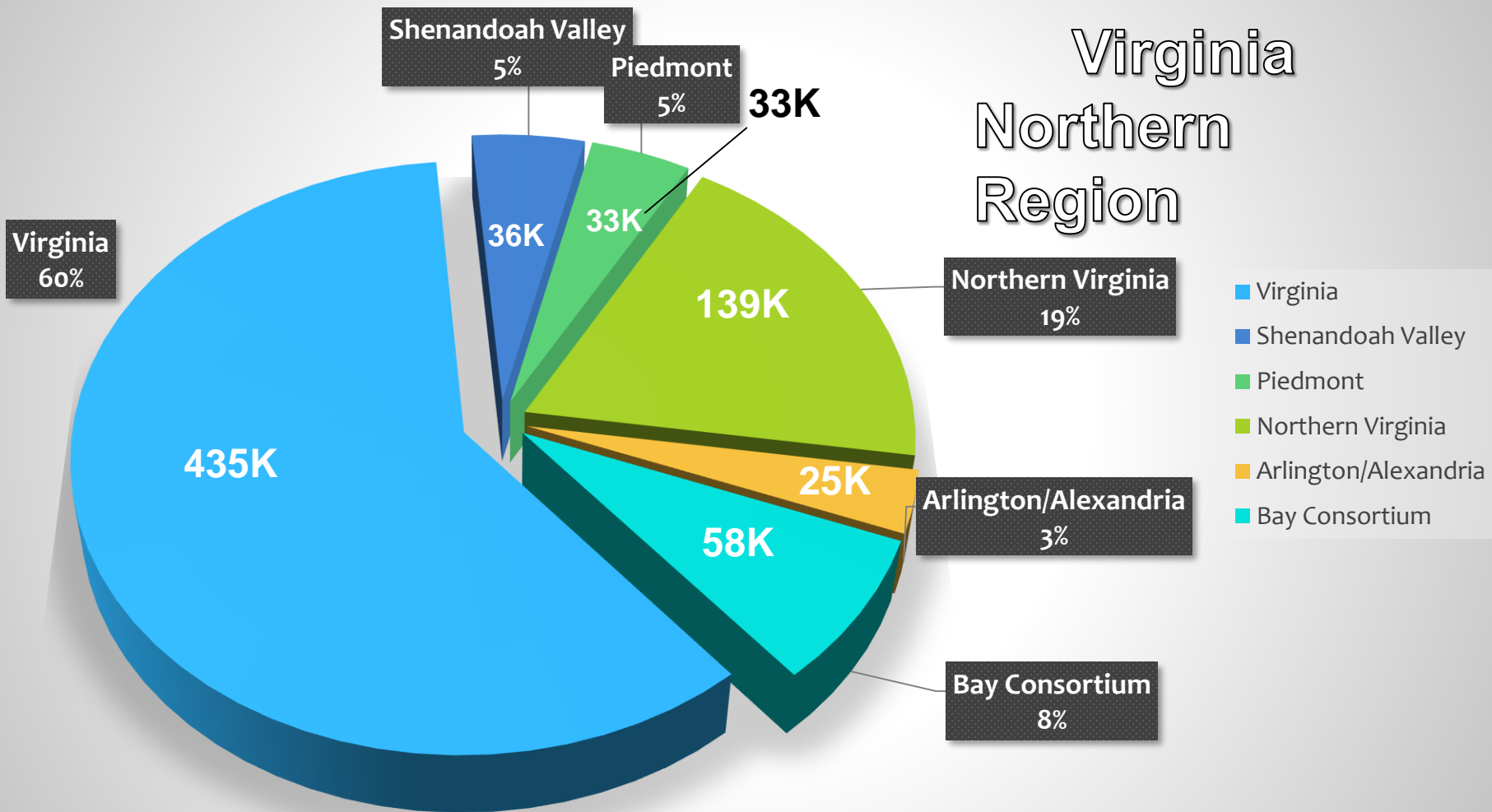
**Total Veteran Population:  
726,470**





# VETERAN POPULATION

Total Veteran Population: 726K

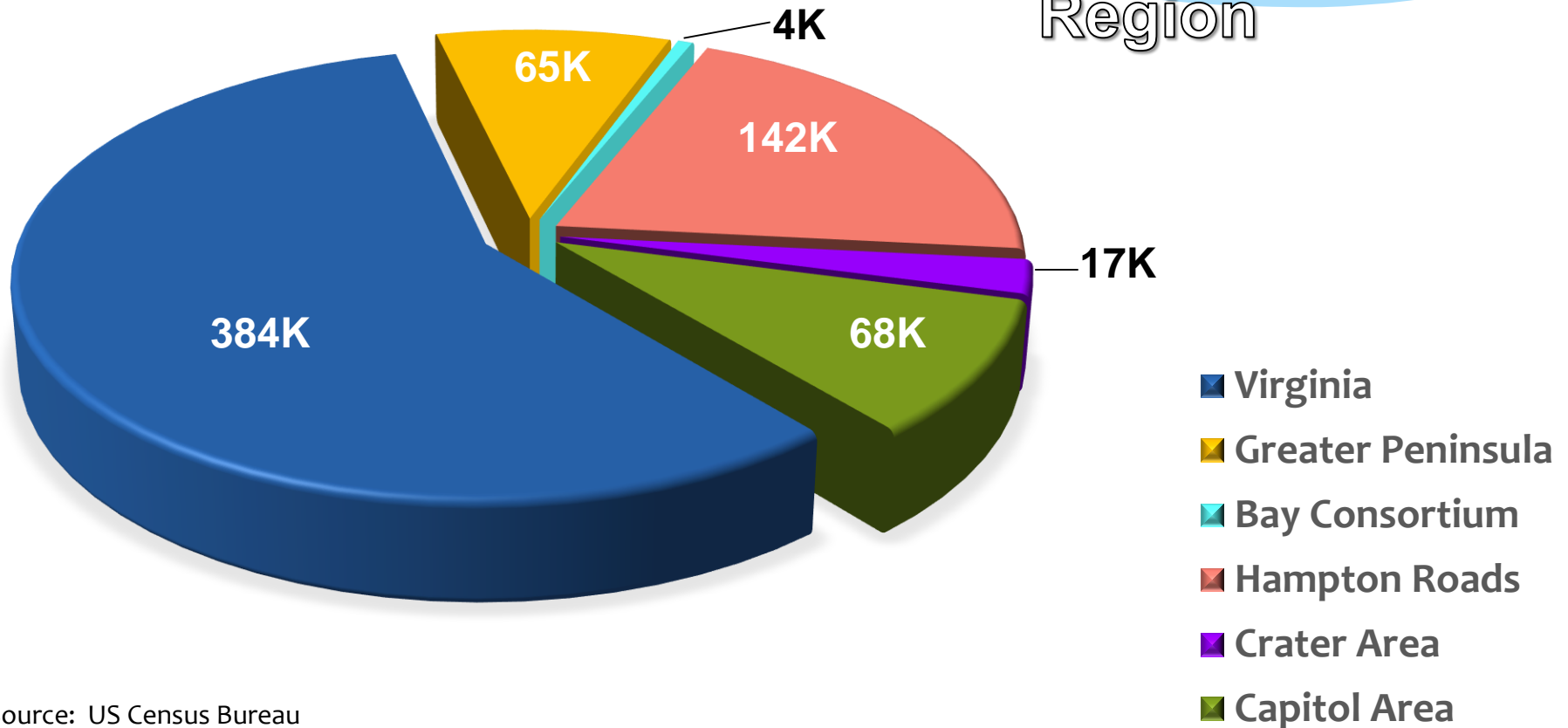




# VETERAN POPULATION

Virginia  
Eastern  
Region

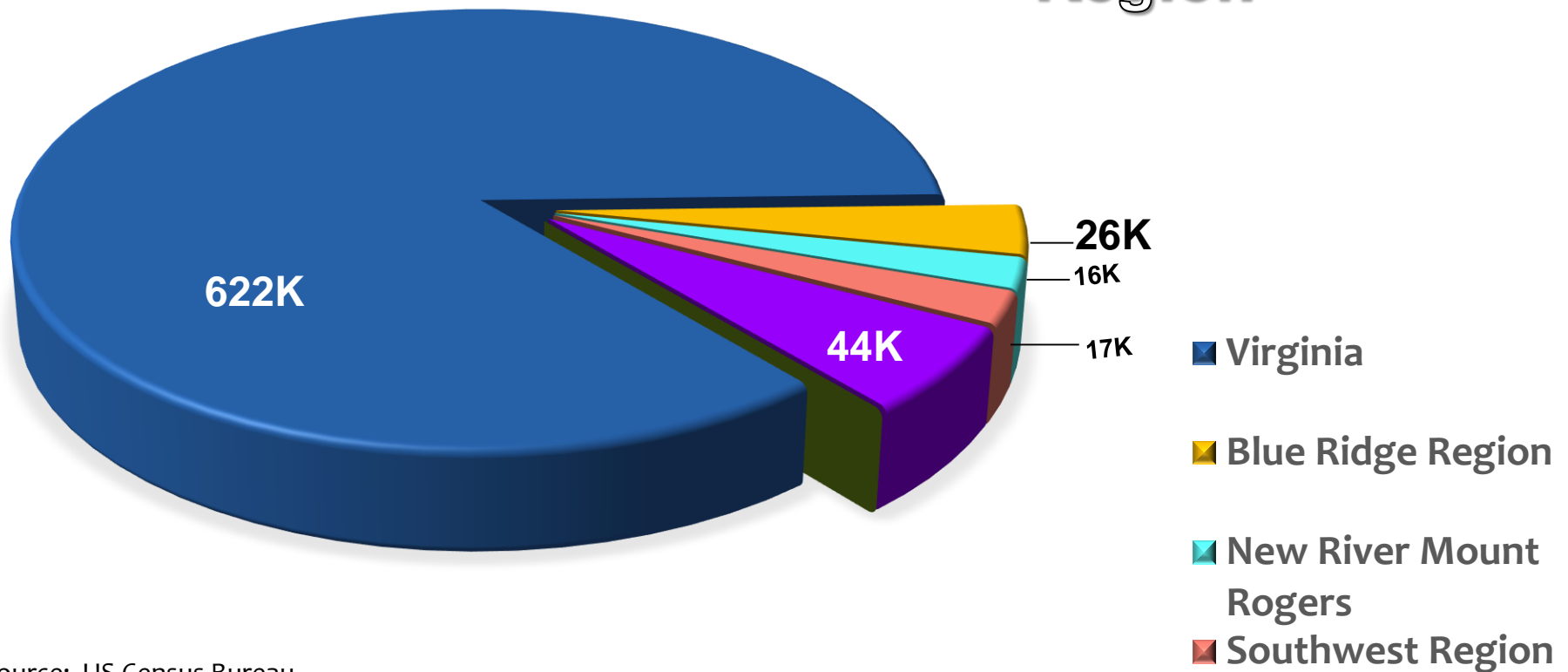
Total Veteran Population: 679K



# VETERAN POPULATION

**Total Veteran Population: 679K**

Virginia  
Western  
Region





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



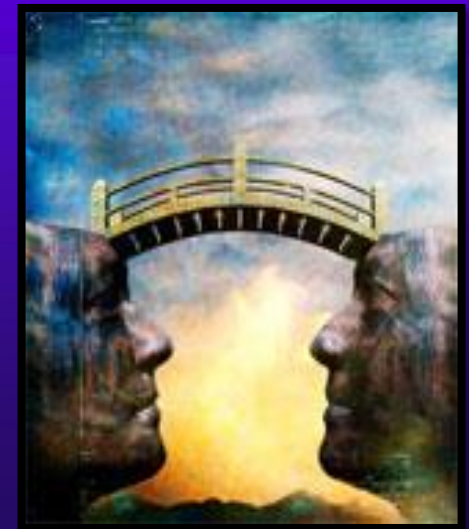


Step # 6



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, with the stars on the left and stripes on the right.

# QUESTIONS