

Syracuse University

SURFACE at Syracuse University

Institute for Veterans and Military Families

Institutes, Research Centers, and Campus
Groups

10-2016

Service Member Transition

Institute for Veterans and Military Families at Syracuse University

Follow this and additional works at: <https://surface.syr.edu/ivmf>



Part of the [Military and Veterans Studies Commons](#)

Recommended Citation

Institute for Veterans and Military Families at Syracuse University, "Service Member Transition" (2016).
Institute for Veterans and Military Families. 98.
<https://surface.syr.edu/ivmf/98>

This Brief is brought to you for free and open access by the Institutes, Research Centers, and Campus Groups at SURFACE at Syracuse University. It has been accepted for inclusion in Institute for Veterans and Military Families by an authorized administrator of SURFACE at Syracuse University. For more information, please contact surface@syr.edu.



SERVICE MEMBER TRANSITION

ABOUT THE SURVEY



12 COMPANIES TOOK THE SURVEY ON THE SERVICE MEMBER TRANSITION COMMITTEE



67% OF THE INITIATIVES COMPANIES IMPLEMENTED TO ADDRESS SERVICE MEMBER TRANSITION WERE LAUNCHED IN 2015 OR 2016

83% OF THE COMPANIES SURVEYED PLAN TO PARTICIPATE IN THE SERVICE MEMBER TRANSITION COMMITTEE IN 2017

WHAT INFLUENCED YOUR DECISION TO JOIN THE MILITARY COMMUNITY RECRUITING COMMITTEE?

As someone who made the transition last year, I am very familiar with the struggles that come with the transition. That being said, there are many key factors that are a part of the transition. Recognizing that [the] DoD can only frame employment in the civilian life at the basic level, it is vital for corporations to have a transition program.

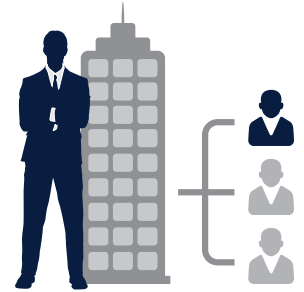
-CGN Global



REASONS COMPANIES CHOSE TO PARTICIPATE

LEARNING AND SHARING

- ✓ Best practice sharing
- ✓ Part of the company's primary veterans' initiative
- ✓ Desire to learn as much as possible about recruiting
- ✓ To learn how to help veteran employees transition



COMPANY'S AGENDA OR GOALS

- ✓ Company's future plans
- ✓ Align with company's primary veterans' initiatives
- ✓ Satisfied with past veteran hires. Want to increase percentage of veteran hires

INITIATIVES IMPLEMENTED

RESOURCES FOR VETERANS

- ✓ Veteran employee resource group
 - Offers opportunities for mentoring, career development, community outreach, and other recruitment supports
- ✓ Veteran-specific onboarding program
- ✓ Veteran to veteran sponsorship program where recently hired veterans can receive mentorship and support



RESOURCES FOR COMPANY AND HIRING MANAGERS

- ✓ Formed partnerships to help veterans transitioning, which has led to multiple hires.
 - Partnerships can include incubators, national training and certification programs
 - Transition guide and Tips for veterans seeking employment at company and recently hired veterans



ADDRESSING A GAP

- ✓ Almost 42% of the companies in this group had not implemented any service member transition initiatives at time of the survey, mostly due to being in the planning stages or being a smaller company/firm. Service Member Transition Committee is providing value resources to address this gap, such as:
 - Education
 - Opportunities for firms to learn

SERVICE MEMBER TRANSITION



IMPACT OF INITIATIVES

ON COMPANIES

- ✔ Increased focus on diversity in recruitment efforts
- ✔ Deeper relationship with other private sector companies
- ✔ Company employees are more knowledgeable of asset veterans offer the company, along with transition challenges specific to veterans

ON VETERANS

- ✔ More opportunities for transitioning veteran candidates to learn about companies
- ✔ Platform for veteran candidates to network with current veteran employees



LEADING PRACTICES

COMPANY'S AGENDA OR GOALS

- ✔ Set recruitment goals, including diversity goals

LEARNING AND SHARING

- ✔ Partner with services that help veterans transition, such as veteran service organizations and incubators
- ✔ Provide opportunities for veteran candidates who are transitioning to learn more about prospective company
- ✔ Offer opportunities for mentoring and support for newly hired veteran employees
 - From current veteran employees, when possible



WHAT COMPANIES ARE DOING?

KROGER COMPANY

Committee(s): *Business and Employee Resource Groups and Service Member Transition*

Kroger is committed to helping veterans transition. As the second largest retailer in the world, Kroger has the capacity to hire many veterans into many positions quickly. Last year, Kroger hosted a one-day veterans hiring event and hired 2,000 veterans and 3,200 military connected persons, such as spouses and dependents. Kroger is hosting the one-day event again this year and hopes to hire even more veterans and military connected individuals.

Kroger offers several resources to veteran employees, including an employee resource group. The group is also a way for veteran employees to brainstorm ideas, such as a fundraising walk.

Participation in the Veteran Jobs Mission has provided Kroger the opportunity to reach out to other organizations about ways to support veteran employees. Through the coalition, Kroger has also connected with local National Guard and Reserve units.

Next steps for Kroger include offering more veteran specific training. There are many opportunities for growth at Kroger, including employment with Kroger's other companies, which include engineering and aviation opportunities. Kroger is committed to their veteran employees' growth and is looking forward to further incorporating veterans into the company.

CDW CORPORATION

Committee(s): *Military Community Recruiting and Service Member Transition*

CDW Corporation has implemented many strategies to improve veteran recruiting and transitioning. Participation in the Veteran Jobs Mission committees has helped CDW build upon their strategies. For example, CDW now offers an internal document that provides vital information on veteran hiring and transitioning. This internal document also helps recruiters better understand military awards and rankings.

Through partnerships, CDW identified that a hiring or career fair is off-putting for some veterans. CDW now offers less traditional hiring events that are more an opportunity to network. The impact of this change has been huge. At one networking event, 35 veterans showed up ready to interview on the spot.

The committees also provide CDW an opportunity to grow in new areas. For example, transition is an area of improvement. CDW is using the Service Member Transition committee to learn best practices about helping newly hired veterans transition. One of the great things about the committees is that companies are in different stages, which allows companies to learn and grow from each other. For example, CDW and many other companies are now thinking more about how to support and hire military spouses.

Overall, CDW is off to an excellent start. CDW has spent time evaluating current practices and plans to continue with the momentum and really expand veteran employment practices in the future.