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Veteran Integration and Retention

Institute for Veterans and Military Families at Syracuse University

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VETERAN INTEGRATION AND RETENTION

ABOUT THE SURVEY



11 COMPANIES TOOK THE SURVEY ON THE VETERAN INTEGRATION AND RETENTION COMMITTEE



91% OF COMPANIES PLAN TO PARTICIPATE IN THE VETERAN INTEGRATION AND RETENTION COMMITTEE AGAIN IN 2017

MORE THAN HALF (51%) OF THE INITIATIVES COMPANIES HAVE LAUNCHED FOR VETERAN INTEGRATION AND RETENTION WERE LAUNCHED IN EITHER 2015 OR 2016

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

“Koch and all of its companies are satisfied with the veterans they have hired in the last two years. They are excited with hiring more and increasing the percentage of veterans throughout the workforce. Therefore, they are all very interested in learning best practices to improve their performance in every area, as well as to share their personal experiences and knowledge to enhance the performance of others.

-Koch Industries



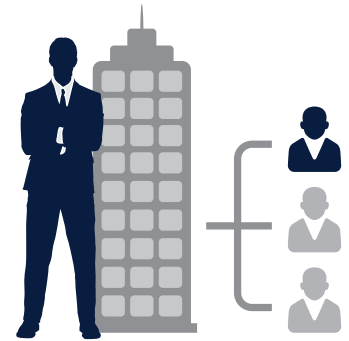
REASONS COMPANIES CHOSE TO PARTICIPATE

COLLABORATION, SHARING OF KNOWLEDGE, AND LEARNING

- ✓ Collaboration opportunities with other companies
- ✓ Best practice sharing
- ✓ Desire to learn

COMPANY'S AGENDA OR GOALS

- ✓ Company's primary veteran initiatives focus on committee issue
- ✓ Want to ensure integration and retention of veterans at the company is robust
- ✓ Interested in improving company performance



INITIATIVES IMPLEMENTED

VETERAN SPECIFIC INVOLVEMENT

- ✓ Created opportunities for veterans to provide feedback to company on their integration into the company
- ✓ Include veteran employees in recruiting process of other veterans

VETERAN SPECIFIC RECRUITMENT AND RETENTION PROGRAMS

- ✓ Talent incubation program that attracts and trains veterans and closely aligns with current veteran employee resource group
- ✓ Veteran specific onboarding program

VETERAN SPECIFIC RESOURCES AND SUPPORTS

- ✓ Veteran resource group where veteran employees can coach and mentor new veteran employees
- ✓ Leadership program for veterans
- ✓ Mentoring program
- ✓ Apprenticeship program
- ✓ Veteran tuition reimbursement program



VETERAN INTEGRATION AND RETENTION

100% OF THE COMPANIES USE METRICS OR MEASURES TO ASSESS SOME OF ALL OF THE OUTCOMES OF THE VETERAN INTEGRATION AND RETENTION INITIATIVES




MEASUREMENTS

- ✓ Previous career field
- ✓ Completion of courses and job-related certifications
- ✓ Enrollment in support programs, including mentorships
- ✓ Retention and promotion of veteran employees
- ✓ Employee satisfaction and performance
- ✓ Community outreach-hours and contribution

IMPACT OF INITIATIVES

ON COMPANIES

- ✓ Enhanced company brand and reputation
- ✓ Increase in veteran hires and retention
- ✓ Company more aware of value veterans bring to the company
- ✓ Positive change in company culture

ON VETERANS

- ✓ Higher levels of community outreach by veteran employees
- ✓ More awareness, pride, and togetherness
- ✓ Improved onboarding and integration process for veteran hires
- ✓ More programs that benefit veterans financially

LEADING PRACTICES

- ✓ Include current veteran employees in recruiting of prospective veteran employees
 - Including current veterans can provide a more realistic viewpoint of position for veteran and serve as a way for recruiters to be informed of military skills and trainings listed on a resume
- ✓ Offer programs specific to veterans, such as mentorships and apprenticeships, and opportunities to advance educationally
- ✓ Continuously measure and evaluate current initiatives, amending



WHAT COMPANIES ARE DOING?

TIMKENSTEEL

Committee(s): *Veteran Integration and Retention*

A veteran and reserve friendly organization, TimKenSteel tries to ensure that employees serving in the Reserves are able to serve their country and easily return back to work after their tour or other military responsibilities conclude.

TimKenSteel also encourages their veteran and reserve employees to share what they have learned. Many skills developed during military service are not on the resume, such as some leadership and highly technical skills. But, these skills are important, valuable, and can benefit other employees and TimKenSteel.

Participation in Veteran Integration and Retention committee has afforded TimKenSteel the opportunity to learn new ideas and brainstorm. Committee participation also provides TimKenSteel the opportunity to learn how other companies are integrating veterans into the workplace. TimKenSteel appreciates being able to see how they align with other organizations, both in the same industry and other industries.

TimKenSteel appreciates being able to share and compare veteran employment goals, evaluation strategies, and inclusion of other veteran employment platforms, such as military spouse appreciation.

WERNER ENTERPRISES

Committee(s): *Military Community Recruiting and Veteran Integration and Retention*

Werner Enterprises has implemented many programs to recruit and retain veterans, including a platform for veterans to communicate with each other. Werner also offers various supports to help veteran and nonveteran employees reach their educational and career goals. Werner offers tuition reimbursement for employees pursuing additional education, and has an apprenticeship program that results in drivers earning their Commercial Driver's License (CDL). Despite all the programs and supports provided, Werner is always looking for new ways to improve and further support veterans.

Participation in the Veteran Jobs Mission committees provides opportunities for Werner to collaborate with other companies. Werner uses the committee meetings to learn what other companies are doing and partake in the sharing of perspectives and experiences.

One strategy to improve retention that Werner learned from the committees and has since implemented is signifiers on name badges. Werner believes that signifiers on name badges encourages a veteran friendly work environment and allows veteran employees to display pride in service. Werner also improved the productivity of their veteran employee resource group as a result of best practice sharing in the committees.

Regarding veteran integration and retention, Werner offers a mentorship program to orient newly hired veterans with the company and connect them with other veteran employees. Werner is also focusing more on military spouse employment, recognizing that a successful transition for military spouses positively impacts a veteran's transition.

As Werner continues to support veteran employment, they look forward to more collaboration in the committees.