

# Why Hire Veterans?

**WORKSource**

A proud partner of the AmericanJobCenter network



Veterans are talented, hardworking, adaptable, and highly skilled employees. Their work ethic has been tested and proven through real-world experiences. With solid identifiable and transferable skills as well as the ability to thrive in both team and solo environments, veterans will benefit any workplace.

## How Your Business Can Hire Veterans through the American Job Center

### ▶ Participate in Hiring Events

Hiring events located on or near JBLM—including the Washington State Transition Summit each fall—are open to employer participation.

### ▶ Partner on Training Programs

Employers can partner with training providers to find or develop training programs hosted on or near JBLM.

### ▶ Plan Employment Pathways

Employers can develop an employment pathway that educates and guides service members on specific employment tracks and position requirements.

### ▶ Host Work-Based Learning

Employers can host service members for shadow days or informational interviews, including the internship program.

### ▶ Access the Washington State Online Hiring System

WorkSourceWA.com allows employers to search resumes of veterans and match them to specific positions.

### ▶ Access American Job Center Resources

Some service members are eligible for transition assistance that includes funds for additional onsite training or to buy required equipment.

### ▶ Host Industry Workshops

Employers can host workshops to educate service members on industry employment opportunities.

*The American Job Center offers job seekers access to a full range of employment assistance (including training referrals, career counseling, and hiring announcements) under one roof.*

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## How Your Business Can Be Veteran Ready

Businesses succeed when they develop practices to support veterans in launching their career. Here are some tips:

- Offer mentorship or peer networking programs
- Maintain a veteran affinity group within your company
- Provide resources or training on how to advance within the company (such as Employment Pathway Plans)
- Find ways to address the individual needs of wounded warriors
- Update job announcements to include military experience
- Train HR and Managers to understand how military experience translates into industry skills
- Host trainings or initiatives on diversity, and build Employee Assistance Programs that include information about military culture and combat misconceptions
- Offer professional development courses for Managers to translate military culture and cultivate leadership into civilian or company-specific culture and leadership

For more insights and best practices on veteran readiness, access the "Veterans in the Workplace: Recruitment and Retention" report (2013) and other resources available at [www.va.gov/vetsinworkplace](http://www.va.gov/vetsinworkplace).

## How Your Business Can Connect

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