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.

### Why Hire Veterans?

- **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.

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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.
Why Hire Veterans?

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.

How Your Business Can Connect

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WorkSource is an equal opportunity employer/program. Auxiliary aids are available upon request to individuals with disabilities. WA Relay 711