



Veteran Resource Guide

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Why do Veterans have problems finding jobs after Military Service?

Many times Military Veterans complete service only to find themselves fighting for a place to fit within the civilian workplace. They often face enormous difficulties translating their military experience into relatable terms that employers understand value. This often results in periods of unemployment, which may extend beyond the umbrella of limited benefits the military offers after discharge. Many Veterans, even those with diverse sets of skills and education, have problems finding employment outside of government, law enforcement, security, or firefighting. They are also pigeonholed into occupations that they may not want including commission-only sales roles like telemarketing or recruiting.

Another obstacle in a Veteran's job search is the "who you know" mentality – many Vets have been deployed for months or years on-end and come back to an area where they may not have a large network to assist with connections and hiring.



Unemployment Statistics:

The US Department of Labor Statistics Report for February 2013 shows the following unemployment rates:

- Overall population unemployment rate: 6.9%
- Post 9/11 Veteran unemployment rate: 9.4%

According to Debt.org/veterans, the number of unemployed Vets will likely increase as Iraq and Afghanistan Veterans end their tours (between 2011-2016 an estimated one million people) and look for new jobs.

Employer Misconceptions:

Incorrect perceptions of the military can become stereotypes that some employers consider when looking at Veteran applications. Many believe that Soldiers are less educated, have a "fighter's mentality," can't think creatively, or have service-related disabilities that make them unsuitable

for the civilian workplace. According to a 2010 poll by ‘The Society for Human Resources’ 46% of employers were deterred from hiring Veterans due to the possibility of Post-Traumatic Stress Syndrome (PTSD). Some employers also use the lack of “industry experience” as an immediate disqualifier for consideration; especially for management-level roles. For those Veterans who can find jobs, many find themselves settling for entry-level roles.

Veteran FAQ for Employers:

The following link is useful for employers looking to hire Veterans:

- Information about TBI (Traumatic Brain Injury) and PTSD (Post Traumatic Stress Disorder) in the workplace
<http://www.americaheroesatwork.gov/forEmployers/factsheets/>

Veteran Skills:

Every individual has a unique set of skills. Like any applicant, skill sets vary based on education, training, and experience. There are some skills and traits however, that Veterans possess on a level unlike most people in the workforce.

- Ability and aptitude to perform any task under stressful conditions
- Extensive experience working in dynamic teams
- Every Soldier has experience as a leader – both managing people and property
- Adaptability to changing environments and job functions often in high-pressure situations
- Able to navigate highly complex organizations

Military and Government Veteran-to-Civilian Job Training:

In addition to Tuition Assistance, the Post-9/11 GI Bill, and Loan Repayment programs, there are new programs being offered that provide job-specific training to match Veterans to employers and jobs.

- *Workforce 1*: New York City Program giving Veterans priority access to Individual Training Grants (ITG) for specialty training
<http://www.nyc.gov/html/sbs/wf1/html/about/Veterans.shtml>

- *Veteran Retraining Assistance Program (VRAP)*: Provides up to 12 month of training to unemployed Veterans
<http://benefits.va.gov/vow/education.htm>
- *Department of Defense Transition Goals Planning Success (TGPS) replaces the Transition Assistance Program (TAP)*: Congress legislation passed to prepare Service members for life after the military including mandatory counseling and civilian job preparation.
<http://www.defense.gov/news/newsarticle.aspx?id=118290>
<http://www.defense.gov/News/NewsArticle.aspx?ID=118729>

Employer Programs:

Employers can also find information on the benefits of hiring Veterans and how to connect with Veterans from the links below.



- *VOW To Hire Heroes Act of 2011*: Offers Work Opportunity Tax Credit (WOTC) to private sector businesses and non-profit organizations that hires Veterans who meet certain requirements before January 1st, 2013
<http://benefits.va.gov/vow/foremployers.htm>
- *Special Employer Incentives Program (SEI)*: VA program that reimburses up to 50% of Veteran salary for up to 6 months, and can cover costs of tools, equipment, uniforms and supplies at new jobs
<http://benefits.va.gov/vow/jobstraining.htm>
- *Hiring Our Heroes*: The U.S. Chamber of Commerce funds 150 job fairs jointly with Capital One for a campaign to employ 500,000 Veterans and military spouses by 2015
<http://www.uschamber.com/hiringourheroes/about>
- *Veterans Job Bank*: Connects employers with Veterans; employers wanting to hire Veterans can post jobs
https://www.nrd.gov/home/Veterans_job_bank
- *Recruit Military*: Connects employers to Veterans through job boards and expos
<http://recruitmilitary.com/>

Unlike Government programs, these resources include a greater variety of job types. Companies intentionally work together to give Veterans access to fields they otherwise might initially be barred due to inexperience.

- *100,000 Jobs Mission*: More than 40 companies are planning to hire 100,000 Veterans by 2020, including JP Morgan, Lockheed Martin, Anheuser-Busch, Target and IBM
<http://www.100000jobsmission.com/>

- *Heroes to Work Here:* Walt Disney World Corp. plans to offer 1,000 Veteran jobs and increase public awareness
<http://disneycareers.com/en/working-here/heroes-work-here/>
- *Veterans on Wall Street:* Goldman Sachs, Citigroup, Bank of America and other large institutional lenders formed a coalition to provide jobs and training for Veterans
<http://veteransonwallstreet.com/>

Other Resources & Links:

- *Joining Forces:* Obama Administration initiatives and resource guide:
<http://www.whitehouse.gov/joiningforces>
- *Hiring Heroes Program:* Provides Veteran training and networking opportunities with companies <http://www.hireheroesusa.org/>
- *Heroes 2 Hired:* Allows Reserve Forces to connect to and find jobs with military-friendly companies. <https://h2h.jobs/>
- *VA for Vets:* Reintegration, retention and hiring of Veteran employees at the Department of Veterans Affairs (VA) <http://vaforvets.va.gov/Pages/default.aspx>
- *Feds Hire Vets:* For federal government employment <http://www.fedshirevets.gov/>
- *Per Scholas:* Provides technology training and employment services for New Yorkers with customized programs for both Veterans and women
<http://www.perscholas.org/Veterans-womens-programs/>
- *Helmets to Hardhats (H2H):* Connects Veterans to building and construction careers - candidates secure an apprenticeship and learn through on-the-job training and classroom instruction <http://helmetstohardhats.org/>

Employer/Leadership Mentor Programs:

- *Veterans Across America:* Matches business leaders to Veterans across New York City through their Champion Mentoring Program.
<http://www.Veteransacrossamerica.org/>
- *Veterans Employment Advisory Council (VEAC):* Comprised of more than 30 of America's biggest employers representing every major industry, providing mentors to help transitioning service members and military spouses
<http://www.uschamber.com/hiringourheroes/VEAC>
- *AcademyWomen the U.S Chamber of Commerce Foundation MilSpouse and Veteran eMentor Program:* Veteran and military spouses can access guidance from experienced Veterans, spouses, career mentors and military-friendly employers
http://ementorprogram.org/pages/hiring_our_heroes