



## Hiring Plan for Veterans, Military Spouses, Transitioning Service Members, and Military Dependents

### 1. Goal Establishment:

- We aim to have veterans, military spouses, transitioning service members, and military dependents comprise at least 15% of our workforce within the next two years.

### 2. Partnerships:

- Partner with local military transition centers, military-focused nonprofits (e.g., Hire Heroes USA), and veterans' organizations to source potential candidates.
- Utilize military-focused job boards and websites such as Military.com and USAJOBS for transitioning service members.

### 3. Tailored Job Listings:

- Craft job descriptions that emphasize transferable skills and highlight the value of military experience.

### 4. Training and Sensitization:

- Conduct training for our HR and hiring teams on military culture and the unique skills and qualities that veterans and their families bring to the workplace.

### 5. Flexible Opportunities:

- Consider offering remote work options to accommodate military spouses and dependents facing frequent relocations.

### 6. Supportive Environment:

- Launch a mentorship program where current employees with military backgrounds assist new hires in their transition to the civilian workforce.

### 7. Recognizing Transferable Skills:

- Provide resources to help veterans and transitioning service members translate their military experience into relevant qualifications for our positions.

### 8. Streamlined Application Process:

- Simplify our online application process and include a clear statement of our commitment to hiring veterans, military spouses, and dependents.

9. Benefits and Support:

- Implement military leave policies that exceed legal requirements.
- Offer comprehensive healthcare options, including mental health services, to support military families.

10. Attending Military Career Fairs:

- Participate in military-focused job fairs and career expos to meet potential candidates in person.

11. Progress Evaluation:

- Regularly track our hiring progress toward the 15% goal and adjust our strategy as needed.

12. Promoting Inclusivity:

- Conduct diversity and inclusion training to ensure all employees feel valued, regardless of their background.

13. Incentives:

- Explore available incentives for hiring veterans and military spouses.

14. Showing Appreciation:

- Acknowledge and celebrate military-related holidays and milestones to express our appreciation for our veteran and military family employees.

15. Veteran Employee Resource Group (ERG):

- Enhance and support the ERG for veteran employees to foster support and camaraderie within our organization.

16. Seeking Feedback:

- Create channels for veteran and military family employees to provide feedback on their experiences and suggest improvements.

This comprehensive hiring plan will enable us to actively recruit, support, and integrate veterans, military spouses, transitioning service members, and military dependents into our workforce, contributing to a more diverse and skilled team while honoring their valuable service to our nation.



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