

CVOB COALITION FOR VETERAN OWNED BUSINESS

Enhancing veteran- and military family-owned business success



Hiring the right people regardless of company size or veteran status has the potential to be a time consuming process. For a small business owner, finding the right person as quickly as possible is even more critical given the demands of day-to-day operations. One goal of the CVOB is to consolidate and share the most relevant and helpful information for veteran- and military spouse-owned businesses. The following is a compilation of resources related to veteran hiring that might be useful as decisions to hire are made.



EMPLOYMENT

THE BUSINESS CASE FOR HIRING A VETERAN

Periodically, it is good to be reminded about the valued skills and attributes veterans possess as a result of their training and experience. Veterans are:

- ▶ Entrepreneurial
- ▶ Trustworthy
- ▶ Adaptable
- ▶ Trained in advanced technologies
- ▶ Comfortable in a high pace environment
- ▶ Highly resilient
- ▶ Team oriented
- ▶ Organizational committed
- ▶ Loyal
- ▶ Experienced in diverse work-settings



IN 2012

2.5 MILLION

NUMBER OF VETERAN OWNED BUSINESSES IN THE UNITED STATES

Veterans comprised **9%** of business ownership

VETERAN OWNED BUSINESSES GENERATED
\$1.1 TRILLION
IN RECEIPTS

\$195 BILLION
IN ANNUAL PAYROLL

5.5 MILLION EMPLOYEES

IN VETERAN OWNED BUSINESSES



TARGETING YOUR SEARCH

Employers often state that one of the most challenging aspects of trying to hire veterans is where to find them. If you are interested in trying to hire a veteran, in addition to leveraging your own personal and business networks, the following are some resources to help in your search for the right hire:

LOCAL RESOURCES

- ▶ **Local Military Installations Transition Assistance Programs**—Work with transition programs at military installations in your region to connect with active duty service members that will soon be returning to the civilian sector.
- ▶ **Local Chamber of Commerce**—Networking events supported by a local chamber are a vehicle to find veterans for hire.
- ▶ **Local VA Vet Center**—Vet Center employment counselors offer referrals to businesses seeking veterans for employment.
- ▶ **Hiring Our Heroes (US Chamber of Commerce)**—Hiring Our Heroes is a nationwide initiative to help veterans, transitioning service members, and military spouses find meaningful employment opportunities. Look for an event in your area.
- ▶ **Check local Veteran Service Organizations**—Members of the veteran community can help businesses find prospective veteran employees. Check your local organizations:
 - Team Red, White and Blue
 - Veterans of Foreign Wars
 - American Legion
 - AMVETS
 - Marine Corps League
 - The Mission Continues
 - Student Veterans of America
 - Marine Corps Association
 - Association of the United States Navy
 - Association of the United States Army
 - National Guard Association of the United States
 - Air Force Association
 - Coast Guard Association
 - Disabled American Veterans
 - National Military Family Association
 - U.S. Coast Guard Academy Alumni Association
 - National Association for Uniformed Services
 - Iraq and Afghanistan Veterans of America
 - U.S. Naval Academy Alumni Association
 - American Military Society
 - United Service Organizations
 - Military Benefit Association
 - Paralyzed Veterans of America
- ▶ **Career Fairs**—Check your local area for careers fairs, particularly those that are specifically for veterans.

- ▶ **Disabled Veterans' Outreach Program (DVOP)**—Officials with this program, which is operated by the Department of Labor's Veterans' Employment and Training Service (VETS), work with employers, veterans' organizations, the Department of Veterans Affairs and community-based organizations to connect veterans—especially those who have disabilities related to their service—with jobs and training opportunities.
- ▶ **American Job Centers (AJC)**—Nearly 2,500 AJCs nationwide help people search for jobs, find training, and answer other employment related questions.



ONLINE RESOURCES

- ▶ **LinkedIn**—Recently launched LinkedIn for Veterans helps connect businesses to prospective veteran employees.
- ▶ **Rallypoint**—Similar to LinkedIn, Rallypoint has been built especially for service members and spouses and the businesses that want to hire them.
- ▶ **CareerOneStop's Veteran ReEmployment**—A repository list, segmented into familiar categories that will help users find the right talent, with the right fit, at the right time.
- ▶ **Post Jobs Online**—Here's a short list of popular online boards that attract the military audience:
 - Military.com
 - HireVeterans.com
 - MilitaryHire.com
 - GIJobs.com
 - VetJobs.com
 - NVF.org
 - USMilitaryPipeline.com
 - HireHeroesUSA.org
- ▶ **Facebook**—Use Facebook demographics to target and find veteran job seekers or encourage current employees to spread the message on their account.
- ▶ **Department of Labor's Veterans.gov**—Register and post your jobs with your State Job Bank. Your jobs will be automatically posted with veterans.gov through the US.jobs National Labor Exchange.
- ▶ **The Military Spouse Employment Partnership (MSEP)** is a targeted recruitment and employment solution for spouses and companies.



veteranbusinesscoalition.org

To learn more or to discuss joining the Coalition, please contact:

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First Data®

SYRACUSE UNIVERSITY
INSTITUTE FOR VETERANS
AND MILITARY FAMILIES
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First Data has committed to providing resources to support the coalition with the Institute for Veterans and Military Families at Syracuse University (IVMF).