



The Value of Veterans

Strategies to Attract Veterans

The veteran talent pool can bring a wealth of skills, leadership and experience to your national service organization.

1. **Veteran Job Fairs:** Participate in or host job fairs specifically for veterans. These fairs are typically hosted by Veterans Service Organizations or local Veterans Service Officers.
2. **Military Transition Programs:** Partner with programs that help veterans transition to civilian careers. These programs are both federal and nonprofit. Start with your local nonprofits that offer transition services.
3. **Veteran-Friendly Job Boards & Service Descriptions:** Post job openings on platforms dedicated to veteran employment, such as Hire Heroes USA or Military.com. Talk with local VSO's and see where you can post. Make sure your service descriptions are attractive to Veterans. The language should resonate and talk about what they can bring.
4. **Networking with Veteran Organizations:** Connect with local and national veteran organizations to spread the word about job opportunities. Coordinate presentations and attendance at their events.
5. **Mentorship Programs:** Establish mentorship programs that pair veterans with current national service participants (especially ones who are Veterans) to help them integrate into the national service field.
6. **Highlight Transferable Skills:** Emphasize how military skills translate to your service descriptions and during screenings and interviews.
7. **Supportive Work Environment:** Create a culture that values and supports veterans, including offering resources for their needs. (mental health, financial planning and career development)

Veterans bring a wealth of valuable qualities to a team, including:

1. **Experience and Expertise:** Their extensive experience in various situations allows them to provide insightful guidance and make informed decisions.
2. **Leadership Skills:** Veterans often possess strong leadership abilities, having been trained to lead and manage teams effectively.

3. **Discipline and Work Ethic:** The rigorous training and discipline from their military background translate into a strong work ethic and reliability.
4. **Problem-Solving Skills:** Veterans are adept at thinking on their feet and finding solutions under pressure.
5. **Teamwork and Collaboration:** They understand the importance of working as a cohesive unit and can foster a collaborative environment.
6. **Adaptability:** Veterans are used to adapting to new and challenging situations, making them flexible and resilient team members.
7. **Strong Communication:** Clear and effective communication is a key skill honed in the military, which is crucial for any team's success.
8. **Commitment and Loyalty:** Veterans are often highly committed and loyal, bringing a sense of dedication and stability to the team.

These attributes can significantly enhance a team's performance and cohesion. Have you worked with veterans before, or are you considering bringing one onto your team?