

## THE IMPORTANCE OF HIRING VETERANS

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It makes sense to hire U.S. veterans. Veterans have the training, work ethic, and proven skills that will immediately add value to your business. Equally important, you'll be contributing to America's global competitiveness and the strength of our economic base.

### REASONS TO HIRE A VETERAN

The men and women who serve their country and are successful in their military careers often exhibit certain skills and traits. These include: an accelerated learning curve, leadership, teamwork, diversity and inclusion in action, efficient performance under pressure, respect for procedures, technology and globalization, integrity, conscious of health and safety standards, triumph over adversity.<sup>1</sup>

### SCREENING APPLICANTS

Don't assume that military service experience does not "count" toward civilian experience. Many military careers (e.g., telecommunications technician, financial management technician, healthcare specialist) all have closely related civilian careers. Although job titles may be different, often the knowledge and skills applied are the same.

If the description of job duties in a military assignment is difficult to decipher from the application or resume, remember that the military has its own unique culture that may not be easily understandable to civilians. You may want to request the applicant who is a veteran to provide more information on what his or her day to day duties were and what skills and abilities were required to accomplish them.

### INTERVIEWING VETERANS

Use the same interview questions for applicants who are veterans as for those who do not have military service. Stick to job related knowledge, skills, and abilities, and avoid any discussion of personal or political views of military issues.

Some veterans may be applying for their first professional civilian job. Keep in mind that their former workplace culture may differ significantly from your organizational culture. For example, working in a military environment may have the following elements: a hierarchical/vertical structure, exact rules of conduct, clearly defined roles, rank and status, consistency across units/organizations, and clearly defined career progression. This differs from a more collaborative model often found in the civilian sector, which may include a matrix organizational structure, more implied or "understood" rules of conduct, flexible roles and status, variations across teams/divisions, and less defined career progression/opportunity for lateral assignments. Do not assume that veterans cannot make the transition to a new work culture.

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<sup>1</sup> Source: <http://hirevetsfirst.dol.gov/>