

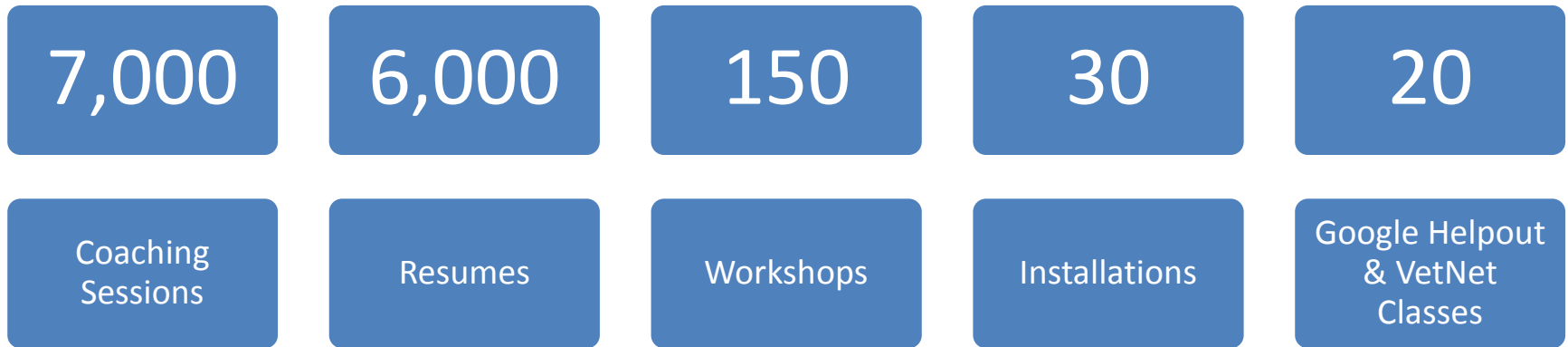


HIRE HEROES

USA

501(c)(3) Dedicated to creating job opportunities for **transitioning servicemembers, veterans,** and their **spouses** through **personalized** employment **training** and corporate **engagement.**

What have we done since 2010?



2,660 Hires

Who accomplishes this?



- You will work in tandem with a VTS
 - Will coach you through your date of hire
- An Outreach Specialist may be assigned
 - Will assist your assigned VTS by following up with the job search, identifying potential leads for you in your field
- You are the most important piece!
 - We work with you at your pace

What do we train in this workshop?

Strategic Planning

- Develop your plan and leverage your resources to successfully transition to civilian employment
- Introduce current facts about the job market as well as veteran and spouse-specific realities

Resume Writing

- Discover tools and techniques for industry-standard resumes
- Create a resume with 1-on-1 assistance from a Veteran Transition Specialist

Networking & Job Search

- Explore opportunities of engagement within professional and social circles

Interviewing

- Present techniques that will highlight marketability and top candidacy

Schedule

| Start | End | Course |
|----------|----------|--|
| 09:00 am | 09:50 am | Hire Heroes Introduction, Strategic Planning Class |
| 09:50 am | 10:00 am | Break |
| 10:00 am | 10:50 am | Resume Writing Class |
| 10:50 am | 11:00 am | Break |
| 11:00 am | 12:00 pm | Resume Writing, "Practical Application" (1-on-1 Assistance) |
| 12:00 pm | 01:00 pm | Lunch |
| 01:00 pm | 3:30 pm | Resume Writing, "Practical Application" (1-on-1 Assistance) |
| 3:30 pm | OPEN | End of Day Wrap Up |



Day 1

| Start | End | Course |
|----------|----------|--|
| 09:00 am | 09:45 am | Networking Skills Class |
| 09:45 am | 09:50 am | Break |
| 09:50 am | 10:35 am | Interview Techniques Class |
| 10:35 am | 10:40 am | Break |
| 10:40 am | 11:00 am | Value Proposition, Mock Interview Sign-Up |
| 11:00 am | 12:00 pm | Mock Interviews |
| 12:00 pm | 01:00 pm | Lunch |
| 01:00 pm | 03:15 pm | Resume Writing, "Practical Application" (1-on-1 Assistance) |
| 03:15 pm | OPEN | End of Workshop Wrap up |



Day 2

Why should you care about your professional development?

STRATEGIC PLANNING

Today's Veteran

Population

- 21.4M

Gulf War Era
(total)*

- 6M
- Largest percentage of veterans in the work force (45%)

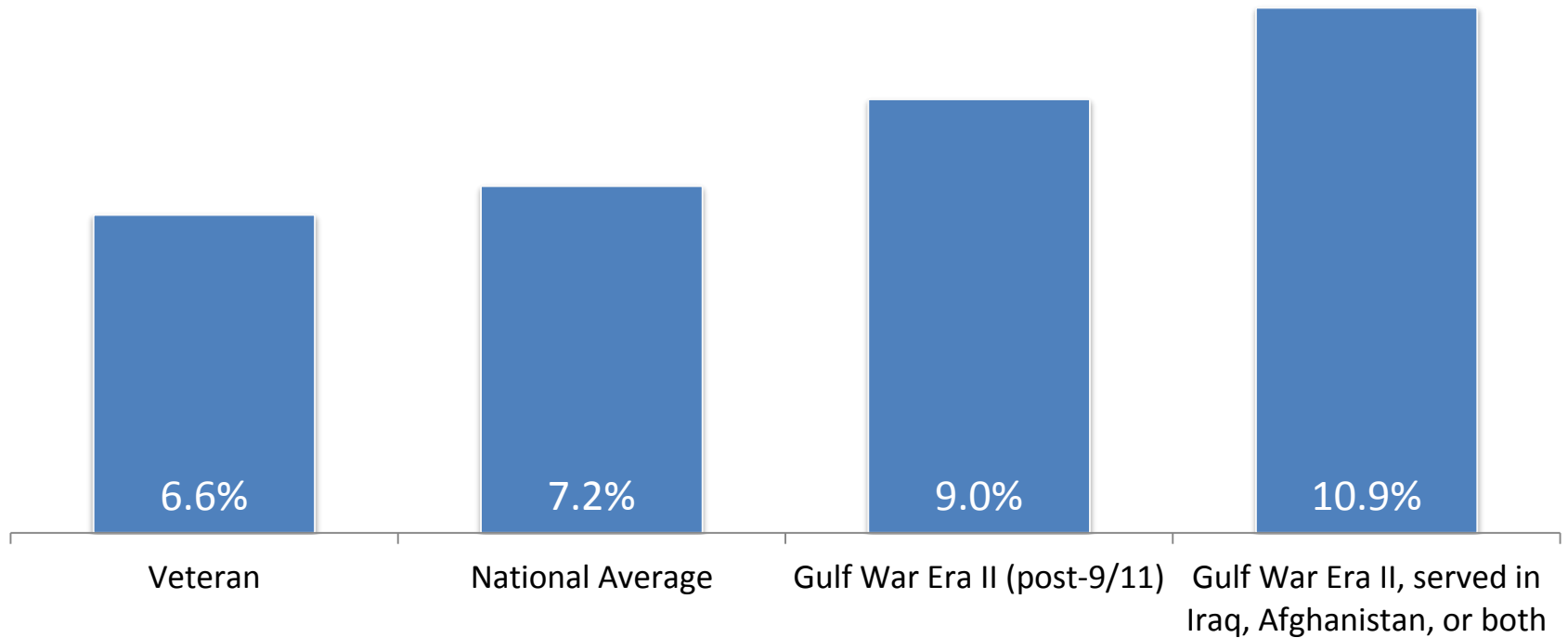
Gulf War Era II*

- 2.84M
- 40% served in Iraq, Afghanistan, or both
- Most likely population to be unemployed (9%)

Today's Gulf War Era Veteran

- Residence
 - **Alaska, North Dakota, and Virginia** have the highest employment rate of veterans
- Education
 - Unemployment is **higher** for Gulf War Era Veterans with an associate's degree or less, in comparison with a nonveteran
- Industry
 - Gulf War Era Veterans are **2x** as likely to work for the government than a nonveteran
- Disability
 - **58%** have a service connected disability rating of 30%+
 - **65%** if date of service entry is post-9/11

Unemployment Rates, 2013

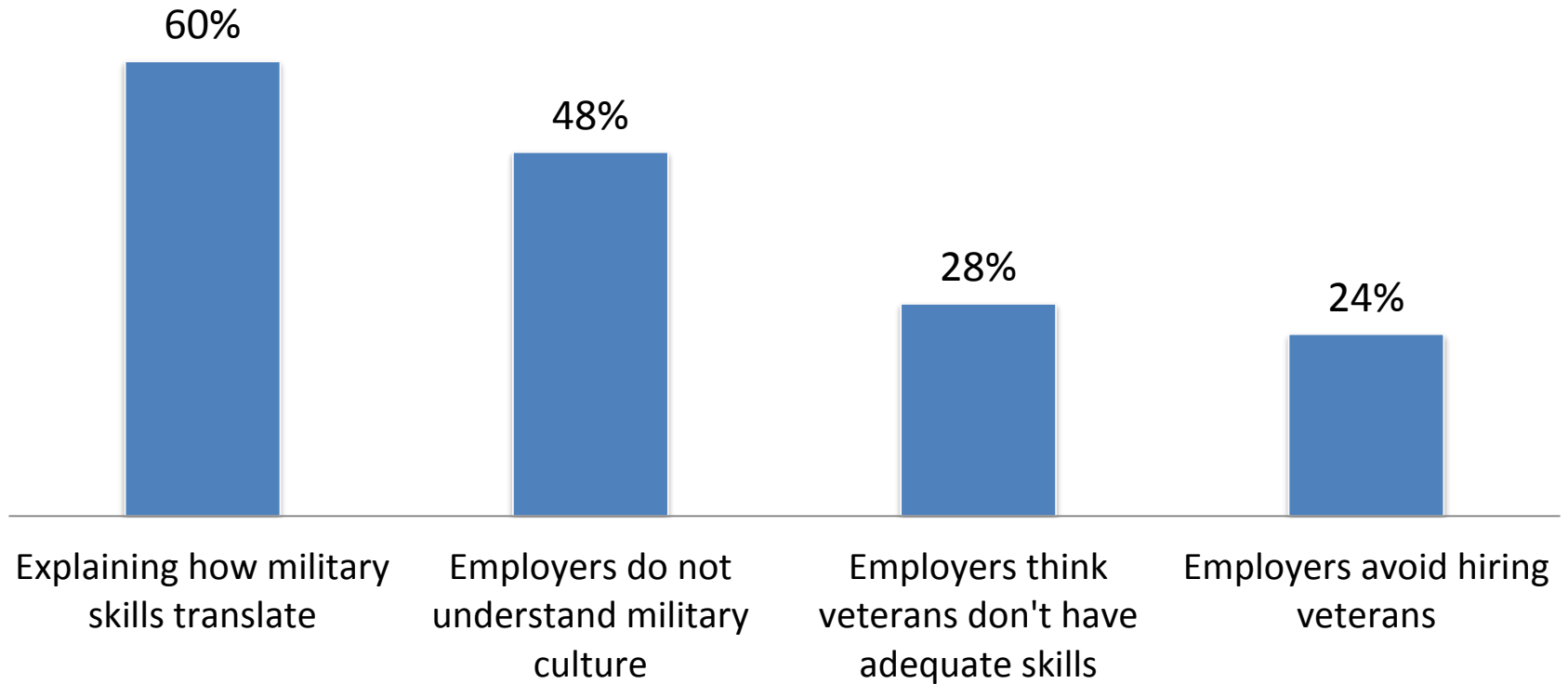


Barriers to Employment

- Lack of understanding in how to effectively self-market
- Unrealistic expectations
- Military jargon/language; identifying transferable skills
- Stereotypes; social stigmas
- What do **you** perceive to be disadvantages when finding employment?

“Veterans [feel] hiring managers are wary of them, and fear that they’ve been brainwashed, are uneducated and will ‘snap’ at any moment.” – *The Honest Truth*, Call of Duty Endowment

What are perceived disadvantages when finding employment?



Advantages to Employment

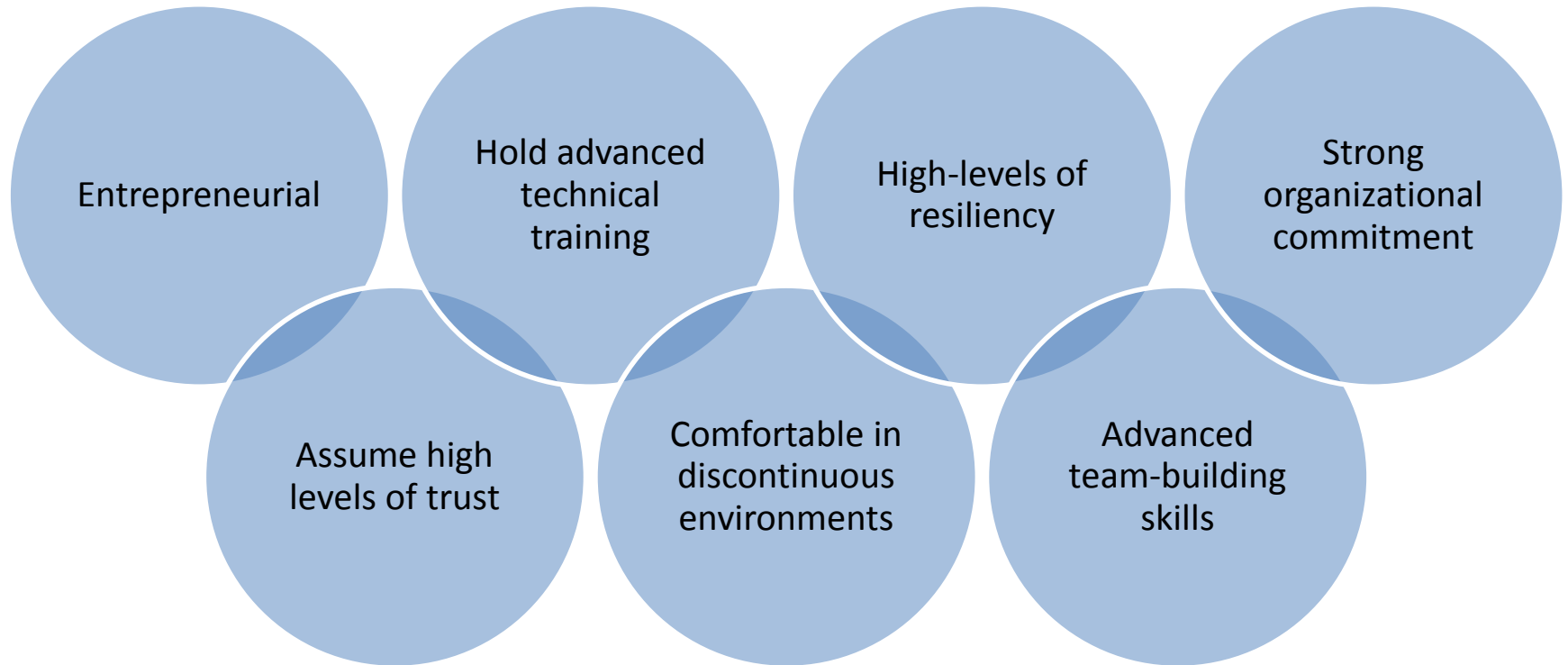
- Entrepreneurial
- Advanced technical training
- High-levels of resiliency
- Advanced team-building skills
- Strong organizational commitment

““We’re not looking for special handouts,” one veteran said [...]. ‘Just a nudge in the right direction because we’ve been doing some other things that you guys haven’t.’” – *The Honest Truth*, Call of Duty Endowment

The reward for hiring veterans is worth it, according to employers

“‘What you get is an individual who has **high integrity**, a **high sense of honor** and who wants to **do their very best**,’ said Rozell Blanks Sr., Vice President of Human Resources at MGM Grand Detroit. ‘Because we have a volunteer military, these veterans have volunteered to do very tough, very difficult jobs...’”

Employer-identified advantages to hiring a veteran



Advantages of hiring a military spouse

Adaptable

Flexible

Hard Working

“Military spouse resumes may have employment gaps or short periods of employment [...] it reflects military spouses’ **resiliency, resourcefulness** and **commitment** to supporting their active duty spouse and the needs of our country.”

Legislation and Law

Know your rights


- Examples are listed to the right

Know your responses

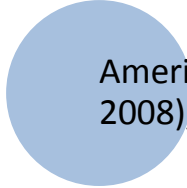
- Research law as it pertains to you and your needs




Title VII of the Civil Rights Act of 1964



Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) of 1974 (and Amendments of 2013)



Americans with Disabilities Act of 1990 (and ADA Amendments of 2008), Title I



Uniformed Services Employment and Reemployment Rights Act (USERRA) of 1994

How do you approach your transition?

**Recognize
barriers and
advantages in
today's work
force**

**Consider your
education**

- Professional requirements
- Personal goals

**Stay realistic
and keep an
open mind!**

- Expand your network
- Begin the job search

**Identify your
professional
goals**

- Career fields
- Job markets

**Understand
your personal
needs**

- Income
- Family
- Medical

Summary

Strategic Planning

- Develop your plan and leverage your resources to successfully transition to civilian employment
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QUESTIONS?