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LEAD ADVOCATE IMPACT

STATE LEGISLATIVE & HR CONFERENCE

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Going From “Military Friendly” to “Military Ready” – Hiring and Developing Veteran Talent

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Overview

- Where to Start
- Finding and Sustaining Success
- Expanding Your Initiatives
- Best Practices

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Where to Start

The Environmental Scan

- Start With Why (Brand Recognition? Hiring Pool? Diversity & Inclusion?)
- Who is Who and What are they Doing?
- Assess the Divide
- Develop the Business Case
- Executive Champions
- Other Questions to Ask Before You Dive In

Finding and Sustaining Success

Resources Available Immediately

- Employer Support of the Guard and Reserve (ESGR)
- The Employer School from PsychArmor Institute
- Existing Employer Hiring Groups like the Veterans Job Mission, US Chamber Hiring our Heroes, DOD resources
- SHRM- Veterans at Work Certificate Program
- LinkedIn's Veterans Program
- Non-profit organizations
- IVMF – Syracuse University

Expanding Your Initiatives

HR Programs, Social Impact, Business Development

- HR Best Practices Focused on Veterans
- Integrating with your existing volunteer/corporate giving efforts
- Find ways to reach your Veteran customers
- Demonstrate value added to your organization



Best Practices

Where Does Success Truly Happen?

Define it and Assess it

- Offering Purpose to Your Veteran Employees
- Intranet/Employee-Focused Resources
- Employee Resource Groups
- Building Military Acumen

What Will You See From These Efforts?

- Impact on the company
- Impact on your Veteran employees
- Impact on stakeholders and community

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Questions?