The Veteran Advantages

Top 10 Reasons to Hire a Veteran

- Leadership
- Ability to Work as a Team Member
- Ability to Work under Pressure and Meet Deadlines
- Ability to Give and Follow Directions
- Planning and Organization
- Emphasis on Safety
- Flexibility and Adaptability
- Resourceful
- Loyalty
- Education

Leadership

- Veterans are trained to accept and delegate responsibility for other people, for activities, and for resources.
- Training includes setting an example, giving carefully considered direction, inspiring leadership capabilities in others and continually motivating others.
Teamwork

- Veterans have an understanding of performing tasks with the assistance, coordination and awareness of other persons or other departments.

Work under Pressure

- One characteristic of a veteran is that as service members, they must perform.
- They must do their job, do it right the first time and do it in a timely manner.
- They are continuously setting priorities, meeting schedules and accomplishing their missions.

Ability to Give and Follow Direction

- Veterans know how to work under supervision and can relate and respond favorably to others.
- They understand accountability for their actions and for their subordinates’ actions.
- They have learned to respect and accept legitimate authority.
• Most military operations require thorough planning and workload management.

• Carefully considered objectives, strengths and limitations of other people, resources, time schedules, supplies, logistics and various other factors are always considered.

• Veterans understand the considerable cost in lives, property and objectives when safety is ignored.

• Veterans have learned to be flexible and can adapt to meet the constantly changing needs of any situation and mission.

• They are accustomed to working in difficult environments, traveling and relocating.
**Resourceful**

- The ability to act effectively or imaginatively, especially in difficult situations.

**Loyalty**

- Veterans are committed to the organizations they work for, which can translate into longer tenure and low turnover.

**Education**

- Most veterans have at least a GED and the majority of them have high school diplomas.
- Nearly 30 percent have a college degree; and many have attended college to further their education.
CommuniCare has 350 employees and 10% are veterans.

Healthcare Industry Turnover Standard is at 26%; CommuniCare turnover rate is at 17%; and Veteran employee turnover rate is at 9%.

The average service period for a veteran employee at CommuniCare is 6 years.

The highest tenure veteran employee is 18 years.

Located in San Antonio – 4 military bases (Air Force, Navy, and Army)

Lots of Military Retirees in San Antonio

Military Friendly City

During the Gulf War – CommuniCare was an overflow clinic for military dependents to obtain medical and behavioral health care.

Proactive Local Approach.

On Base Approach.

Veteran Affairs Approach.
On Base Approach

- Created network in military hospital departments to target certain career fields
- Hallway recruitment effort in the military hospitals
- Participate in Base Transition Assistance Program
- Adjunct Faculty for College program on base
- Base Education office and Family Services Division

Veteran Affairs Approach

- VA Community Employment Program.
- Veteran Rehabilitation Employment Program (Veteran Benefit Administration).

Veteran Friendly Work Environment

- Implement Peer mentorships (preferably Vet to Vet)
- Practice Veterans appreciation and promote a Veteran-friendly workplace
- Have Veteran Work Social to create a camaraderie environment
- Have your Veteran employee represent and promote your Center at a military or Veteran functions.
- Have your Veteran employee recruit other Veterans for your Center.
Summary

- Benefits of Hiring Veterans
- Veteran Recruitment Strategies
- Where to recruit qualified veterans
- Best practices to integrate veterans into your work environment