



BEST PRACTICES & RESOURCES

for Supporting Veterans in the Workplace



Following are best practices and resources compiled from the 2021 Oklahoma Veteran Employer Champion survey results that show some of the ways local companies are supporting and recruiting veteran employees.

Have questions or want to help your organization become veteran-ready? Visit CSCTULSA.ORG/VEC

VETERAN RESOURCES & RECOGNITION

- **VETERAN RESOURCE GROUP** supports and advocates for veteran employees, promotes veteran inclusion in the workplace, and coordinates a mentoring program.
- **VETERAN MENTORSHIP PROGRAM** connects new veteran employees to seasoned veteran employees for coaching and support.
- **RECOGNITION INITIATIVES** for employee veterans, i.e. thank you cards, newsletter highlights, honorary shirts, designated parking spaces, recognition events on Memorial Day and Veterans Day.
- **ALL STAFF SURVEY** identifies the company's veteran employee population and if there are veterans who do not wish to be formally recognized.
- **VETERAN-BRANDED COMPANY SHIRTS** or vests worn at hiring and community events to build and promote veteran culture.
- **LEARNING SERIES** for staff to build awareness of skills that veterans bring to the workforce and to honor their military service.
- **RESOURCE & INFORMATION WEBPAGE** specific to veteran employees.
- **PROMINENT SIGNAGE** in facilities recognizing the veteran culture.
- **VETERAN LOUNGE** to build community among veteran employees.
- **DISCOUNTS** for veterans and their families.

RECRUITMENT & SPECIAL SUPPORT

- **ACTIVE RECRUITMENT** at National Guard and Reserve Centers.
- **ONLINE RECRUITMENT** on veteran and military-centric websites. Prominently display commitment to veteran hiring on career sites (i.e. spotlighting current veteran employees).
- **EDUCATING HR/HIRING MANAGERS** on the veteran employee value proposition.
- **ONBOARDING FOR VETERAN NEW HIRES** (i.e. veteran orientation breakout group). Includes introduction to the company's Veteran Resource Group and connection to a veteran employee mentor.
- **DESIGNATED COORDINATOR** or resource group that helps veteran employees access earned VA benefits and support services (i.e. EAP), and find opportunities for social connection with other veterans (i.e. support groups). Engage an Army Chaplain to support employee veterans struggling with PTSD.
- **VETERANS AT WORK CERTIFICATION** (SHRM) helps organizations learn about military culture, jargon and norms to better assimilate and attract veteran talent.
- **U.S. ARMY PARTNERSHIP FOR YOUTH SUCCESS (PaYS) PROGRAM** allows veterans to choose an employer of choice for interviewing upon military departure.
- **ONSITE ACCESS TO DAV OFFICERS** for employed veterans during working hours.
- **FLEXIBLE LEAVE** such as unlimited VA appointments without having to take PTO, and authorization to leave work if veteran employees are struggling with PTSD.
- **MILITARY LEAVE POLICY** allows employees ordered to active military duty in emergency situations to receive full pay (without military pay offset) through the end of the pay period in which they go on paid military leave of absence.

SHOW YOUR SUPPORT

Survey participants shared how their organizations honor veterans by supporting these veteran community initiatives through event participation, volunteering, donations and/or sponsorships.

Blue Star Mothers
Coffee Bunker
Community Service Council (CSC)
Oklahoma Veteran Alliance
DAV/DAV Mobile Units
Eagle Ops
Folds of Honor
Helmets to Hard Hats
Military History Center (Broken Arrow)
Soldier's Wish
Traveling Vietnam Wall
Tulsa Stand Down for Homeless Veterans
Veterans Day local parades
VFW
Wreaths Across America
Yellow Ribbon local events
And many more...

EMPLOYER RESOURCES

Survey participants identified the following as the top resources they use for building and supporting a veteran-ready workplace.

Benefits events with VA, ODVA
and Vet Center onsite representatives
City of Tulsa Mayor's Veteran Advisory Council
CSC's Oklahoma Veteran Alliance
Veteran Employer Network
and Employment Committee
DAV
Eagle Ops
Employee Assistance Programs
Goodwill Industries International
Intermittent FMLA
Military Skills Translator
Soldier's Wish
VA On-the-Job Training Program
Veteran Employee Resource Groups
or Veteran Resource Groups (internal)
U.S. Army PaYS Program