

OKLAHOMA VETERAN EMPLOYER CHAMPION SURVEY RESULTS 2023

Prepared by the Community Service Council, October 2023. Learn more at [CSCTULSA.ORG](https://www.csctulsa.org)

SURVEY PARTICIPANTS

67 SURVEYS were completed in 2023, representing **25 INDUSTRIES** in **14 CITIES** with more than **22,500 EMPLOYEES** in Northeastern Oklahoma.

MOST EFFECTIVE RESOURCES IDENTIFIED IN SURVEY

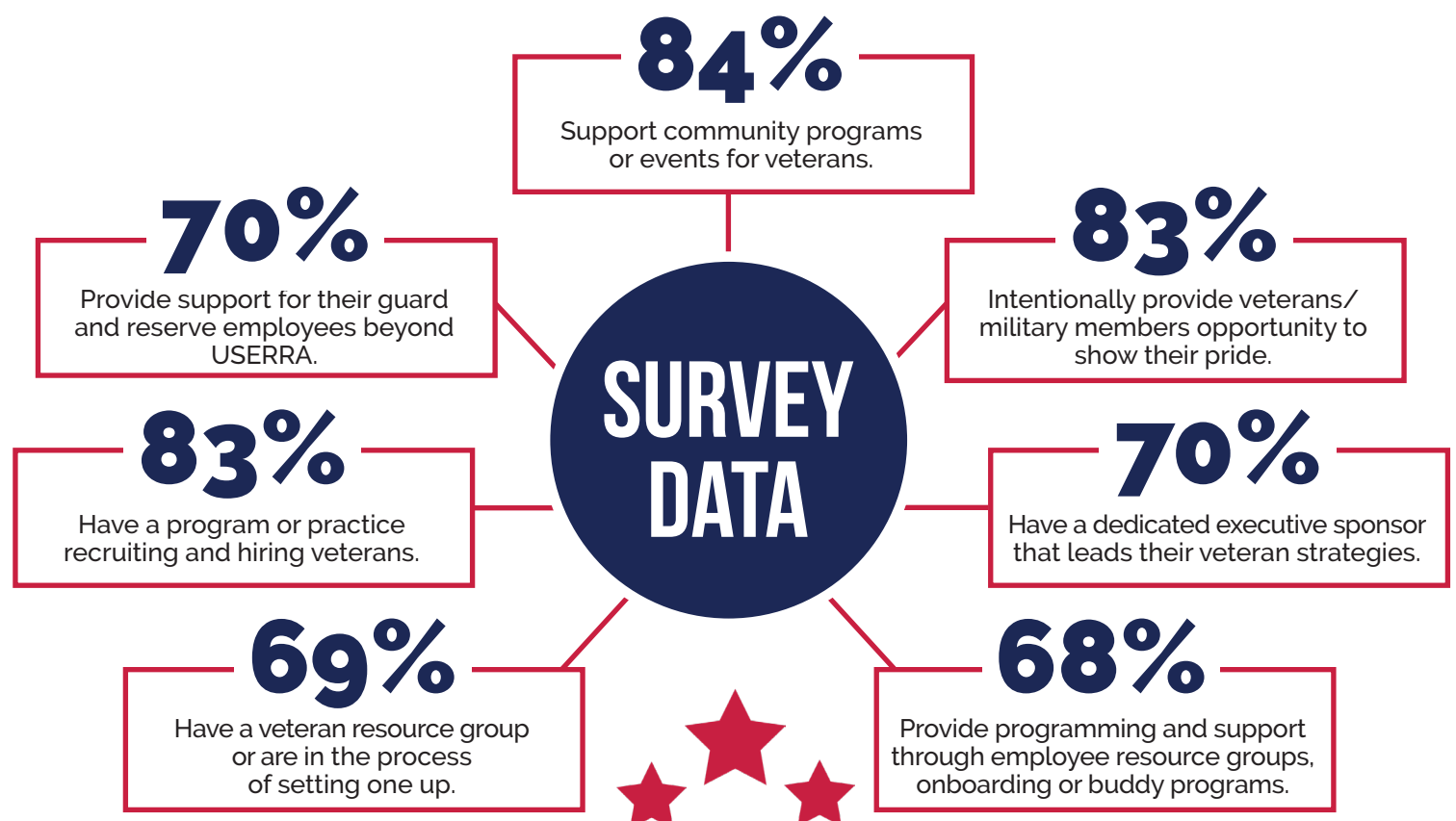
Employers identified the following as the most effective resources in creating a veteran-ready culture within their company or organization.

- 1** Veteran Employee Resource Group (VERG)
- 2** Oklahoma Veteran Alliance
- 3** Executive Sponsor

RECOGNITION CRITERIA

Veteran employers in the network who meet these **SEVEN CRITERIA** qualify to be recognized as a Veteran Employer Champion.

- 1. Veteran recruitment, hiring, and retention**
- 2. Active Veteran engagement with onboarding, VERG, or buddy program**
- 3. Support for Veteran community programs and events**
- 4. Veteran resources and supports for Veteran employees**
- 5. Executive sponsor leading Veteran strategies**
- 6. Provide support for Guard and Reserve beyond USERRA**
- 7. Create Opportunities for Veterans/Military Members to show their pride**





BEST PRACTICES & RESOURCES

for Supporting Veterans in the Workplace



Following are best practices and resources compiled from the 2023 Oklahoma Veteran Employer Champion survey results that show some of the ways local companies are supporting and recruiting veteran employees.

MOST EFFECTIVE VETERAN RESOURCES

- **VERG, BUSINESS RESOURCE GROUPS, COMMUNITY OF PRACTICE, COMMITTEE, OR AFFINITY GROUP** supports and advocates for veteran employees, promotes veteran inclusion in the workplace, and coordinates a mentoring program.
- **OKLAHOMA VETERAN ALLIANCE** supports veteran employment through their Veteran Employer Network initiative. This includes peer learning and networking opportunities, quarterly meetings sharing best practices, tools, and resources, and promoting resumes of veterans and their family members.
- **VETERAN BUDDY PROGRAM** connects veteran employees to seasoned veteran employees for onboarding, coaching, and support.
- **OKLAHOMA DEPARTMENT OF VETERANS AFFAIRS** offers veteran service representatives throughout the state who assist veterans with state and federal benefits, determine programs of education and training, find job listings for military veterans, and more.
- **EXECUTIVE SPONSOR** leading veteran strategies within the company or organization.

VETERAN RESOURCES NEEDED

- **ACCESS TO VETERAN NETWORKS** to attract, hire, and engage veterans and their spouses or partners.
- **COLLABORATION OPPORTUNITIES** to participate in veteran connected events, volunteer, and networking opportunities.
- **DESIGNATED STAFF** to assist and drive veteran recruitment, strategies, and programming.
- **TRAINING RESOURCES** for hiring managers on translating military skills and experience and how those skills align with business.
- **GUIDED SUPPORT** to help veteran employees access VA benefits.

Have questions or want to help your company become veteran-ready? Visit **CSTULSA.ORG**

MILITARY PRIDE

Military Swag
(T-Shirts, Challenge Coins, Badges, etc.)

Spotlight Featuring Veteran/Military Employees in Internal and External Company Communication (newsletters, social media, website, direct mail, etc.)

Veteran Day/Week Celebration

Honor Wall

Display Military Flags On-Site

Military Bulletin Board to Display Photos of Veterans and Active Military Members

Red Company Branded T-Shirts for RED (Remember Everyone Deployed) Shirt Fridays

Electronic Signature With Military Affiliation

EMPLOYER SUPPORT BEYOND USERRA

Communication and Care Extended to Military Member and Family During Deployment, Providing Connection to Information, Resources, and Services.

Military Leave Policy Allowing Military Member to Maintain Employee Benefits During Deployment, Including Financial Compensation

Pay Differential to Equal 100% of Military Member's Annual Salary

Additional Paid Time Off/Personal Leave Pre and Post Deployment

