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Pittsburgh Veteran Employer Coalition *Quarterly Workshop #2*

December 18, 2017

IN SERVICE TO THOSE WHO HAVE SERVED



Agenda

Welcome: *Megan Andros, Program Officer, The Heinz Endowments*

Introductions: *Jim McDonough, Managing Director, IVMF*

Objective, Focus & Goal: *Jim McDonough, Managing Director, IVMF*

Society of Human Resource Management Roundtable: *Stacy Bayton, Sr. Vice President, CASY and Anthony Cosby, Director, Employer Outreach, IVMF*

Break

Education Plank: *Jim McDonough, Managing Director, IVMF and Nick Armstrong, Senior Director for Research, IVMF*

PVEC Quarterly Workshop #3 Preview: *Jim McDonough, Managing Director, IVMF*

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Welcome

Megan Andros, Program Officer, The Heinz Endowments

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Introductions

Jim McDonough, Managing Director, IVMF

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Objective, Focus and Goal

Pittsburgh: A new model for innovative veteran hiring best practices

- 1. Formalized Coalition – Today’s session is focused on increasing competency of those who recruit, hire and support**
- 2. Best Practices Toolkit Development – A SitRep**
- 3. Sustainability Plan and Transition to Local Champions – Some Early Progress!**

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Pittsburgh Human Resources Association Membership Roundtable

**Discussion on how to Best Position Your Company's Military Connected
Recruiting, Hiring & Retention Efforts**

*Stacy Bayton, Sr. Vice President, CASY & Anthony Cosby, Director Employer
Outreach, IVMF*

Hiring Concerns that Affect Veteran Placement Decisions

60% of employers are concerned that military skills do not translate to any usable skills that matter to their industry

48% believe that service members will have a hard time transitioning from the military environment to civilian workplace culture

46% are worried the veterans will have PTSD or some other type of mental health issue

36% are worried about the amount of time it will take the veterans to adapt

18% are concerned that the veterans will be underqualified for the positions they have

Facts On Military Skills & Qualifications

The military has over 7,000 job positions across more than 100+ functional areas and 81% of these jobs have a direct civilian equivalent.

Service members move every two to three years. Each location has its own leadership style and its own culture that the service member must adapt to as quickly as possible to maintain unit cohesiveness.

PTSD is not a military disorder – it can happen to anyone. Approximately 8% of the US population will have PTSD at some point in their life. Less than 10% of the veteran population overall has PTSD.

Beyond the MOS – Military Gain Additional Skills

1. Quality Assurance/Quality Control

2. Project management

3. Personnel management

4. Training/Instruction

5. Counseling

6. Operations

7. Interpersonal communication

8. Leadership

9. Problem Solving/Decision Making

10. Troubleshooting

11. Process Improvement

12. Requirements Gathering

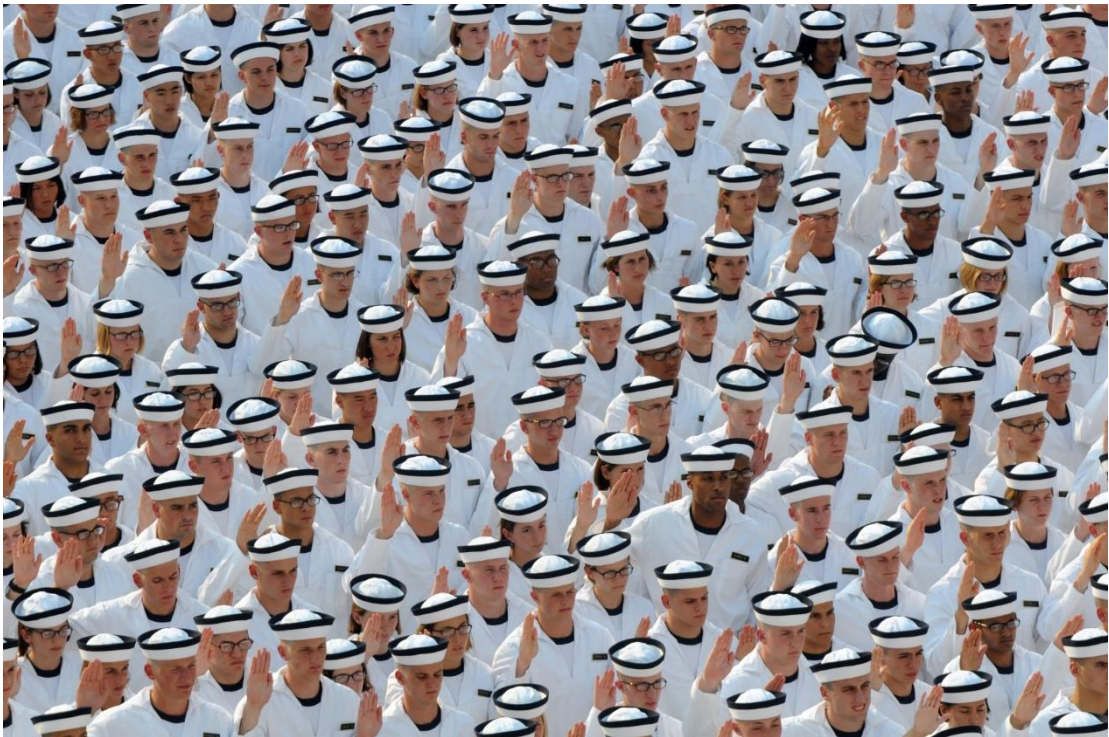
Beyond the MOS – Caution About Generalizing



Beyond the MOS – Advanced Beyond Their Civilian Peers



Beyond the MOS – Integrity



Beyond the MOS – Handling Work Under Stress



Beyond the MOS – Dependable and Reliable



Beyond the MOS – Conscientiousness and Attention to Detail



Beyond the MOS – Interpersonal Skills



Beyond the MOS – Teamwork and Team-Building



Beyond the MOS – Leading, Motivating and Inspiring Others



Beyond the MOS – Oral Communication



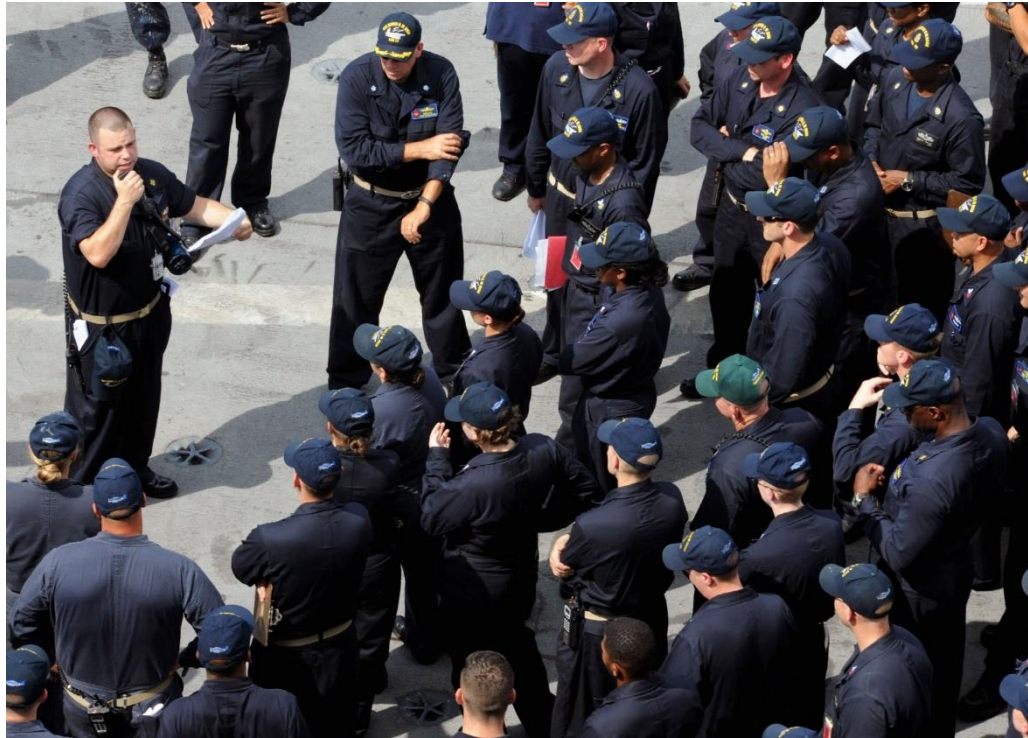
Beyond the MOS – Decision Making/Decisiveness



Beyond the MOS – Training Others



Beyond the MOS – Managing and Supervising the Work of Others



Beyond the MOS – Critical Thinking



Beyond the MOS – Written Communications



Beyond the MOS – Project Planning



Employer Obstacle #1 Identifying & Sourcing Veteran Candidates

Why Is This An Issue?

79% report they lack the right relationships with VSO's or agencies to network their jobs through.

74% report not enough time/staff to search out military/veteran candidates.

Service Members/Veterans unaware of your company or the opportunities you have.

Potential Solutions

Update	Update job postings so they attract veteran candidates.
Participate in	Participate in local military and veteran events.
Connect and Work	Connect and Work with local military and nonprofit organizations that can help you source the right types of candidates.
Identify and support	Identify and support valid military and veteran campaigns.

Employer Obstacle #2

Assessing How Veteran Skills Relate To Your Jobs

Why Is This An Issue?

Misunderstanding over the depth of skills and experience that a service member gains.

Employers focus on the MOS/MOC and not on the skills learned and earned on the job through this position and the other collateral duties.

Difficulty understanding the connection between the skills earned in the military and the skills needed for your open positions.

Potential Solutions

Partner	Partner with military-affiliated organizations/VSO's to break out veteran skills and qualifications outside the MOS/MOC.
Take	Take the steps internally to recognize military experience and qualifications.
Host	Host discussions with higher ranking veterans (from both Enlisted and Officer ranks) to learn more about the depth of experience and skills.

Employer Obstacle #3 – Industry Skills Gap

Why Is This An Issue?

Military training is not always on par with civilian expectations in the industry.

80% of veterans do not work in similar job positions performed while on active duty.

Potential Solutions

Take	Take part in training programs that provide certifications and licenses needed so veteran's skills are on par with industry qualifications.
Offer	Offer internships/apprenticeships to military and veterans.
Look	Look for ways to connect rather than ways to discount – the skills veterans have can be used across many industries and job types.

Additional Strategies For Hiring Veterans

Look	Look within your own company for support!
Align	Align with veteran service organizations. Make sure you have the right partners supporting you.
Use	Use all of the resources you can to achieve your goals.
Provide	Provide veteran support programs for veterans hired by your company.

Best Practices To Follow

Garner	Garner buy-in and support from all levels in the company to include the Hiring Managers.
Ensure	Ensure you establish open and fluid lines of communication on needs and solutions.
Be	Be willing to adapt and make changes as needed to accomplish goals.
Consider	Consider providing mentors to assist veterans with transition.
Be	Be openly engaged and supportive of the military/veteran community.

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Pittsburgh Human Resources Association (PHRA) Resources Provided to Support Employers in Veteran Hiring

Ronald Kubitz, President, PHRA & Kori Amos, President – Elect, PHRA

Pittsburgh Human Resources Association

- 1. What is the hiring outlook in our region?**
- 2. What resources can the PHRA provide to support employers in Veteran Hiring?**
- 3. What veterans can do to better position themselves for employment in Western PA?**

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Education Plank

Cultivating a Military Connected Talent Pool from within Area Colleges and Universities and Plans to Enhance the Area's Higher Education Alliance

Jim McDonough, Managing Director, IVMF & Nick Armstrong, Senior Director for Research, IVMF

The Role of Area Colleges & Universities

1. Could be '*Plank 1*' of the PVEC

- **Q1 - How do PHRA and HR professionals view the contribution being made today?**
- **Q2 – Could they become an *uber destination* for area recruiters?**
- **Q3 – What would that look like for you?**

2. Some efforts pre-exist, how to elevate them and bring them into the mainstream?

3. Sustainability being built upon the idea that in these IHE's a natural talent pipeline exists, but is not being fully leveraged

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PVEC Workshop #3 Preview – March 13th, EIC

Half-day Event Featuring Employee Resource Group [ERG] Primer, Local Employer Presentations Sharing Best Practices, Strategies and Insights

Jim McDonough, Managing Director, IVMF



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Thank You

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12 Month Activity Cadence with Quarterly Meet-Ups

Activity 3 – Quarterly Workshop #3 | March 2018

This half-day event that features an employee resource group primer, local employer presentations sharing best practices, strategies and insights.

Activity 4 – Quarterly Workshop #4 | June 2018

At this half-day session, we will unveil the draft PVEC employer toolkit, discuss implementation and have local employers present.

Activity 5 – Quarterly Workshop #5 | September 2018

The fifth meeting will feature a veteran spouse seminar, a PVEC career open house and social segment.

Activity 6 – Coalition Azimuth Check – Sustainability | Early December 2018

This meeting will focus on the PVEC future, transfer of responsibility and the way forward with a social hour and mixer.