



# Hiring Veterans

LtCol Art Behnke



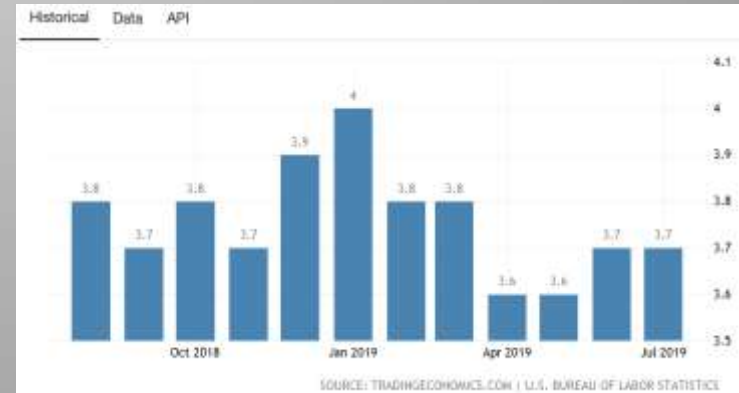
“Rico”

Note – Many Gov’t sources used for data. Most pictures pulled from US Dept of Veterans Affairs, ‘The Military to Civilian Transition 2018 – A Review of Historical, Current, and Future Trends.’ Efforts were made to recognize all data sources. I am not trying to take credit for the information, just enlightening recruiters and HR professionals to help in hiring our Military Veterans.

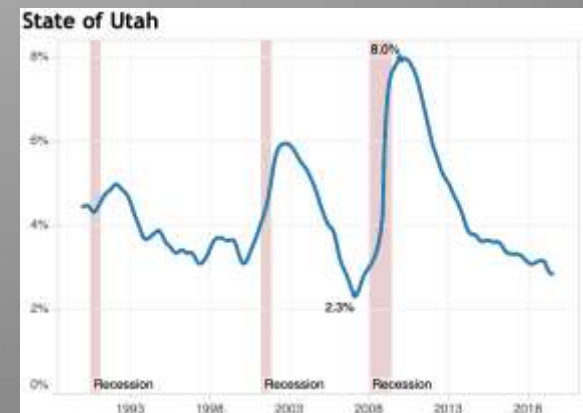


# A Few Questions to Start

- Who has served in the military?
- Are there any spouses of military members?
- What is the national unemployment rate?
  - 3.7%



- What is Utah's unemployment rate?
  - 2.8%
  - And, Utah again ranks #2 for job growth!





# Veterans – By the Numbers

- As of July 2019
  - U.S. Population = 327,200,000
  - Active Service members = 1,400,000
  - Veterans in U.S. = 20,400,000
- 0.4% actively serves
- 6.5 % veterans



- >15% of IM Flash TMs are Veterans
- Why is that...?





# Veterans – By the Numbers

- 200,000 – 250,000 military members depart active duty every year
- 16,700 – 20,800 potential job candidates per month!
- 2,001 – 4,999 transitioned to Utah in FY18

Approximately **75%**  
of Service members  
who separated in 2017  
were ages 17-34.

In 2018, VA revised its TAP curriculum to  
better meet the needs of this younger,  
more diverse population.

75%  
AGE 17-34



25%  
AGE 35-55+





# D&I in the Military

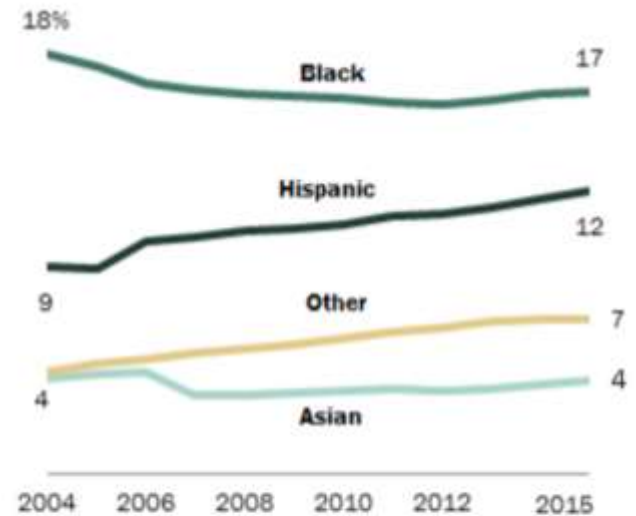
- The military isn't diverse, right...?
  - What is diversity?

2010 U.S Census<sup>[12]</sup> Table 1<sup>[13]</sup>

Self-identified race	Percent of population
White	72.4%
Hispanic and Latino Americans (of any race)	16.3%
Black or African American	12.6%
Asian	4.8%
Native Americans and Alaska Natives	0.9%
Native Hawaiians and Other Pacific Islanders	0.2%
Two or more races	2.9%
Other	6.2%



% of U.S. active-duty military forces that are ...



Note: Includes only the four military branches of the Department of Defense. Black, Asian and Other include only non-Hispanics. Hispanics are of any race. "Other" includes American Indians, Native Hawaiians or Pacific Islanders, multiracial and other/unknown. Source: Defense Department annual "Demographics Profile of the Military Community" reports.

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# D&I in the Military

- I know the military isn't inclusive...
  - Primary inclusion is performance!



Lt. Gen. Laura Richardson  
Commander, US Army North



LtGen Charlie Bolden  
12<sup>th</sup> Director of NASA



Capt Anneliese Satz  
1<sup>st</sup> Marine Female F-35 Pilot

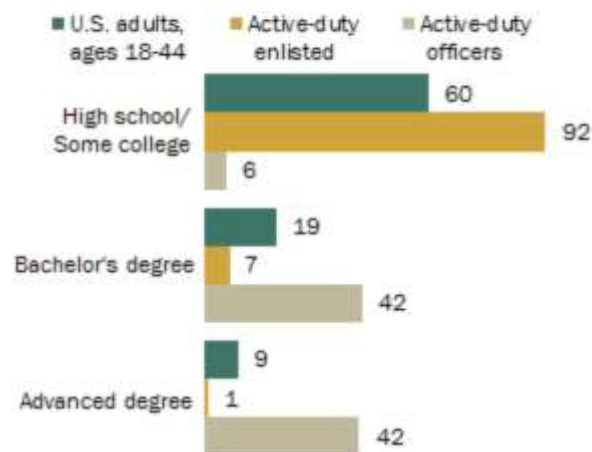


# Education and the Military

- My Chicago Story
  - I'm surprised at how educated the people in the military are...

## Roughly four-in-ten active-duty officers have an advanced degree

% of \_\_\_ by educational attainment, 2015



Note: Includes only the four military branches of the Department of Defense. The 12% of adults ages 18-44 and less than 0.5% of enlisted personnel and officers without a high school diploma are not shown. Educational attainment is not known for 0.6% of enlisted personnel and 9.7% of officers.

Source: Active-duty enlisted and officer data from Defense Department "2015 Demographics: Profile of the Military Community" report. U.S. adult data from 2015 American Community Survey (IPUMS).

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# Why Hire our Veterans

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## Vets are more than their MOS!

- Capacity & Education – A propensity and expectation to learn
- Teamwork – Nothing breeds teamwork like the military
- D&I – The D&I environment is assumed, plus they are D&I
- Performance (under Pressure) – Do it right the first time
- Adherence to Procedures – Life may depend on them
- Culture of Success – Mission accomplishment
- Leadership – Every military member is taught leadership
- Intuition – Make timely decisions
- Critical Feedback – Let you know when something is wrong
- Initiative and Integrity!

I was never a XXX, until I was!

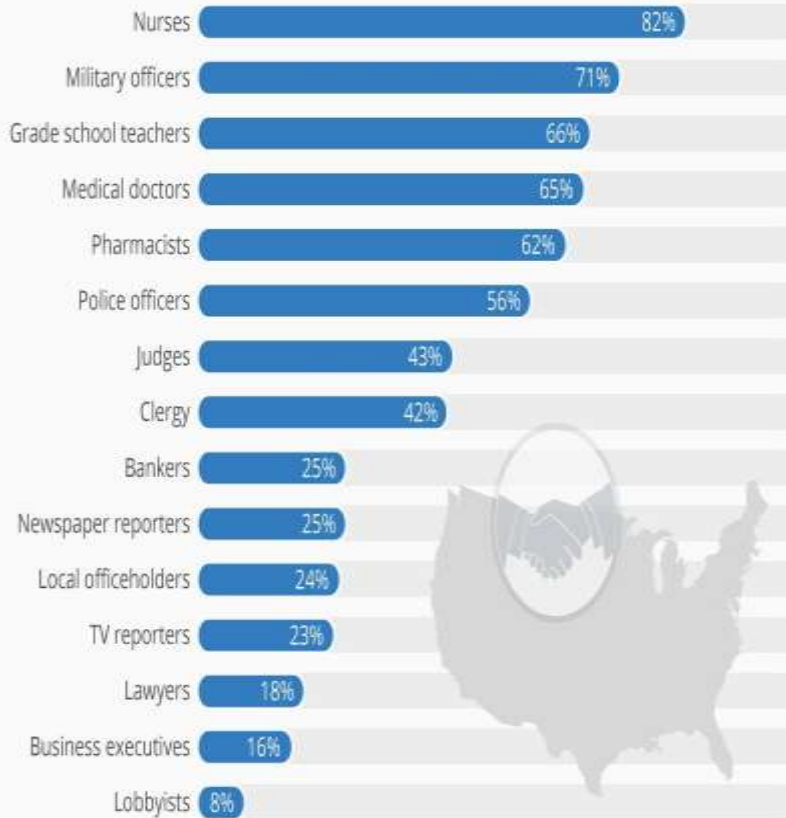




# Speed of Trust...

## America's Most And Least Trusted Professions

% of U.S. adults saying the following have high/very high honesty and ethical standards\*



\* Selected professions  
@StatistaCharts Source: Gallup

Forbes statista



**MEN WILL FOLLOW A LEADER IF THEY TRUST HIS CHARACTER, COURAGE, AND CAPABILITY.**

- Brigadier General John Hirt



# Veteran Hiring Programs

- Hiring Veteran – NFPs
- Veterans Opportunity to Work
  - Employers may qualify for incentives and tax credits
  - <https://www.benefits.va.gov/VOW/for-employers.asp>, 1-800-827-1000
  - <https://www.debt.org/veterans/business-incentives-hiring/>
- DoD SkillBridge Program
  - <https://dodskillbridge.usalearning.gov>
  - Internship/apprenticeship, 180 days
  - Member granted permissive duty
  - Pay & benefits by military





# Transitioning is a Long Hill...

Can you help a Veteran transition?  
You will also help your organization!





# Questions

<http://bit.ly/ArtBehnke>



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Transition  
Article



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