

*The Commercial Club of Chicago*



**Veterans Working Group  
Meeting**

**Thursday, January 30, 2014**

# Meeting Overview

## **Welcome and Review of Agenda**

David Hiller, President and CEO, Robert R. McCormick Foundation

## **Lightning Round**

## **Member Presentations**

Best Practices for Tracking Veterans

Veteran Hiring Fairs

## **Discussion of Survey to Guide Next Steps**

Amy Sherman, Associate VP for Policy and Strategic Alliances, Council for Adult and Experiential Learning (CAEL)

## **Next Steps and Future Meetings**

David Hiller, President and CEO, Robert R. McCormick Foundation

# LIGHTNING ROUND

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# MEMBER PRESENTATIONS

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# BEST PRACTICES FOR TRACKING VETERANS

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Amy Sherman, CAEL

Candee Chambers, DirectEmployers

Rick Rosario, CDW

Tony Stamper, AT&T

# Best Practices for Veteran Data Collection





# Overview

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1. What are the benefits of hiring and tracking veterans
2. What has changed in vet-tracking regulation?
3. What first steps should employers take to comply?
4. What are the best practices of other employers?



# The Value of Veterans in the Workplace

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- Research links characteristics representative of veterans to enhanced work performance
- Veterans have been found to:
  - Be entrepreneurial
  - Assume high levels of trust
  - Possess advanced technical training
  - Be adept in discontinuous environments
  - Have strong organizational commitment





# The Benefit of Tracking Vets

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1. Measure success of company's practices to recruit and support veterans
2. Engage veteran employees
3. Comply with federal reporting requirements
4. Take advantage of available employer incentives

Source: <http://vets.syr.edu/wp-content/uploads/2012/08/guidetoleadingpractices1.pdf>



# Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)

- On March 24, 2014 the newly amended VEVRAA and OFCCP regulations take effect
- Contractors and covered subcontractors with a contract of \$100,000+ and 50+ employees.
- Contractors must implement the affirmative action plan requirements into their affirmative action plans (AAPs) by their next AAP year after March 24, 2014.



# Protected Veterans

A "protected or covered veteran" under Section 4212 is:

a) Disabled Veteran

A veteran who served on active duty in the U.S. military and is entitled to disability compensation or was released from active duty because of a service-connected disability.

b) Recently Separated Veteran

A veteran separated within the past 3 years.

c) Armed Forces Service Medal Veteran

A veteran who participated in a U.S. military operation that received an Armed Forces service medal

d) Other Protected Veteran

A veteran who served on active duty in the U.S. military during a war, or in a campaign or expedition for which a campaign badge was authorized



# Overview of Tracking Requirements

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1. Applicants must be invited to voluntarily self-identify as a protected veteran at the *pre-offer* stage of the hiring process
  - This is in addition to the existing requirement that contractors invite applicants to voluntarily self-identify after receiving a job offer.

Source: Department of Labor, <http://www.dol.gov/vets/contractor/>



# Overview of Tracking Requirements

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## 2. Contractors must create a hiring benchmark

- Most will choose veteran percentage of total workforce (currently 8%)
- Benchmark can also be created by contractors using regional and field-specific data.



# Overview of Tracking Requirements

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3. Attainment of benchmarks must be assessed using the following tracked data
  - ✓ Positions in company by job category
  - ✓ Protected veterans employed
  - ✓ Job openings
  - ✓ Jobs filled
  - ✓ Applicants for all jobs
  - ✓ Protected veteran applicants
  - ✓ Protected veterans hired
  - ✓ Total hired



# Overview of Tracking Requirements

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4. Annual written report is required which includes:
- Outreach and recruitment efforts
  - Criteria used to evaluate these efforts
  - Conclusions on effectiveness
  - Assessment of benchmark attainment for previous 3 years.



# Concrete Steps for Employers

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1. Inform all vendors of tracking and policy changes
2. Review and update human resource information system and applicant tracking systems.
3. Review and update processes regarding invitation to self-identify status as a protected veteran or individual with a disability.





# Concrete Steps for Employers

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4. Review and update recordkeeping for requests for accommodation, outreach, recruitment, and job postings.
5. Establish an audit and reporting system to measure the effectiveness of the AAPs and the documentation of compliance activity.
6. Update invitation to self-identify for applicants and employees.
7. Develop effective outreach and recruitment sources for veterans and individuals with disabilities.



# Best Practices

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Duke University recommends best practices for employers who wish to be inclusive of protected groups

- a) Form partnerships and collaborative relationships
- b) Opportunity to request reasonable accommodations
- c) Reasonable accommodation, veteran, and disability information is voluntary



# Best Practices

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- d) Consider changing terminology from the term ‘veteran’ to ‘current or past military service’
- e) Create a disabilities management system
- f) Specialize outreach to diversify hiring, including:
  - Attending community job fairs to raise awareness of job opportunities and hiring processes.
  - Developing recruitment plans that include discussion points addressing a variety of diverse groups, including veteran candidates



# Best Practices

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g) Retain all records relating to employment decisions for a period of three years from the date the record was made. These records should include, but are not limited to:

- Job descriptions
- Interview notes
- Hiring Records
- Termination Records
- Transfer Records
- Compensation
- Promotions
- Tests and test results
- Applications and resumes
- Personnel Files
- Job postings
- Employment policies



# Promoting a Veteran Friendly Environment

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- A company culture that is supportive of veterans reinforces the benefits of tracking.
- Veterans may be reticent to self-identify.
- Concerns about self-identification can be addressed by demonstrating the **positive value** to veterans related to the collection and use of the data



# Promoting a Veteran Friendly Environment

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- Example: GE promotes a veteran friendly environment to encourage self-identification
  - Annual veteran-centered social events such as cocktail parties
  - A veteran wall of honor and other public recognition
  - A veteran memorial
  - Support for company affinity groups
  - Employees given option to have service flag at desk



# References

- Cooley LLP (2013). Unpacking OFCCP's Final Rules for Veterans and Individuals with Disabilities. <http://www.cooley.com/68524>
- Department of Labor (2013). [http://www.dol.gov/ofccp/regs/compliance/factsheets/Section503\\_Crosswalk\\_QA\\_508c.pdf](http://www.dol.gov/ofccp/regs/compliance/factsheets/Section503_Crosswalk_QA_508c.pdf)
- Duke University (2012). Affirmative Action Plan for Veterans and Individuals with Disabilities. [https://web.duke.edu/equity/eo/documents/affirmative\\_action\\_plan\\_for\\_veterans\\_and\\_disabled.pdf](https://web.duke.edu/equity/eo/documents/affirmative_action_plan_for_veterans_and_disabled.pdf)
- Ebstein Becker Green (2013). Act Now Advisory Report. [http://www.ebglaw.com/files/58123\\_Act-Now-Advisory-OFCCP-Issues-Final-Regulations-Covering-Veterans.pdf](http://www.ebglaw.com/files/58123_Act-Now-Advisory-OFCCP-Issues-Final-Regulations-Covering-Veterans.pdf)
- Society for Human Resource Management (2013). Applicant Tracking: Should All Employers Collect Demographic Data on Applicants? <http://www.shrm.org/TemplatesTools/hrqa/Pages/Shouldemployerscollectedemodat aonappsandemployees.aspx>
- Syracuse University (2012). A Guide to Leading Policies, Practices, & Resources: Supporting the Employment of Veterans & Military Families. <http://vets.syr.edu/pdfs/guidetoleadingpractices.pdf>
- Syracuse University (2012). The Business Case for Hiring a Veteran. <http://vets.syr.edu/wp-content/uploads/2012/08/The-Business-Case-for-Hiring-a-Veteran-3-6-124.pdf>

**DirectEmployers**

# Veteran Outreach

**Candee J Chambers, SPHR, CAAP**  
**VP Compliance & Partnerships**  
**DirectEmployers Association**





# DirectEmployers Association



# Veterans.jobs

SEO optimized military skills translator

Jobs Browse Sites Job Seekers

Veterans.jobs  
by DirectEmployers



Where:  (city, state, country) | What:  (job title, keywords) | Military:  (military job title or code)

Home View All Jobs (1,032,336)

Sponsored by Providence Health & Services

Featured Companies: Camber, Lockheed Martin, Phillips 66, Providence Health & Services, REI, TASC

Filter by Featured Company

- Camber Corporation (333)
- Lockheed Martin (4,070)
- Phillips 66 (85)
- Providence Health & Services (1,436)
- REI (1,972)
- TASC, Inc. (384)

Filter by Military Titles

- 3M091 - Services Superintendent (75,038)
- 3M071 - Services Craftsman (75,038)
- 66P - Family Nurse Practitioner (46,444)
- 46N1F - Clinical Nurse, Neonatal... (46,444)
- 46F1 - Flight Nurse (46,444)
- 46N1B - Clinical Nurse, Pediatr... (46,444)
- 46N1C - Clinical Nurse, Adult Nu... (46,444)
- 46N3B - Clinical Nurse, Pediatr... (46,444)
- 0925 - Clinical Specialist, Nurs... (46,444)
- 46N1E - Clinical Nurse, Critical... (46,444)

Filter by Company

- Pizza Hut (33,520)
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- CVS Caremark Stores (25,003)
- Kelly Services (16,755)
- CyberCoders (10,962)
- Deloitte (10,214)
- Starbucks Coffee Company (9,877)
- Home Depot (9,523)
- Edward Jones (9,352)
- IBM (8,345)

Jobs Browse Sites Job Seekers

Veterans.jobs  
by DirectEmployers

Military

62E1A

62E1A - Aerospace Engineer (Air-force - Developmental Engineer, Aeronautical)

Where:  (city, state, country) | What:  (job title, keywords) | Military:  (military job title or code)

Home View All Jobs (1,032,487)

Search Results

Engineer Scientist 9005  
Camber Corporation - Corpus Christi, TX

Structural Aviation Engineer-8836  
Camber Corporation - Huntsville, AL

Structural Aviation Engineer-8837  
Camber Corporation - Redstone Arsenal, AL

Aviation Airworthiness Analyst 8766  
Camber Corporation - Redstone Arsenal, AL

Aircraft Mechanic/Weapons I - 8753  
Camber Corporation - Creech AFB, NV

Aeronautical Engineer Sr Stf  
Lockheed Martin - Paluxent River, MD

Value Engineer  
Lockheed Martin - Marietta, GA

Aeronautical Engineering Mgr  
Lockheed Martin - Edwards Air Force Base, CA

Structural Loads Site Lead  
Lockheed Martin - Paluxent River, MD

Aeronautical Engineering Mgr  
Lockheed Martin - Edwards Air Force Base, CA

Field Engineer  
Lockheed Martin - Goodyear, AZ

Mid Level Aircraft Maintenance Support Engineer  
Lockheed Martin - Yuma, AZ

Mid Level Aircraft Maintenance Support Engineer  
Lockheed Martin - Nellis Air Force Base, NV

Senior Systems Specialist  
Eaton Corporation - Tilchfield United Kingdom

Aerospace Tooling Design Engineer  
Belcan - Eastlake, OH

Share: Facebook, Twitter, LinkedIn, Email, Print

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- 8026 - Aircraft Test Engineer (1,899)
- 2098 - Space Projects Technologi... (1,899)
- 8035 - Aircraft/Guided Missile E... (1,899)
- 5930 - Space Requirements Anals... (1,899)
- 62E3A - Developmental Engineer... (1,899)
- 62E1A - Developmental Engineer... (1,899)
- 62E1F - Developmental Engineer... (1,899)
- 8076 - Type Aircraft Design... (1,899)
- 8820 - Aeronautical Engi... (1,899)
- 62E1B - Developmental Engineer... (1,899)

Filter by Company

- Lockheed Martin (198)
- United Technologies Co (198)
- General Electric (95)
- Northrop Grumman (87)
- Hamilton Sundstrand (8)
- The Boeing Company (6)
- Goodrich (59)
- Jacobs (47)
- Space Exploration Technol... (47)
- Belcan (47)

Filter by Country

- United States (1,711)



# Sourcing Veterans

How do you find veterans?

- ❑ Veteran Friendly Website
- ❑ Military Crosswalk
  - ❑ Translate Military skill set into civilian terms
  - ❑ Military members know which jobs they should apply for
- ❑ State Workforce Agencies – LVERs and DVOPs
- ❑ Veteran Career Fairs
- ❑ America's Heroes at Work – Step-by-Step Toolkit

# Career Fairs

- Hiring Our Heroes
- State Veteran Career Fairs
- Military Bases – TAP Job Fairs
- Warriors to the Workforce
- Veteran Affairs Career Fairs
- Project HIRED - Wounded Warriors

# Outreach, Outreach, Outreach

It's all about relationships now!

- ❑ Build relationships with the following groups/individuals:
  - ❑ Local Veterans Employment Representative in your communities
  - ❑ Veterans Representatives on college campuses
  - ❑ DOD – Transition Assistance Program (TAP) – works with current military personnel and prepares them for transition into the private sector
  - ❑ Employer Support of the Guard & Reserve (ESGR)

# What's in it for me?

## Work Opportunity Tax Credit

### What is WOTC?

- WOTC is a Federal tax credit available to employers who hire and retain veterans and individuals from other target groups with significant barriers to employment
- Employers claim about \$1 billion in tax credits each year under the WOTC program
- There is no limit on the number of individuals an employer can hire to qualify to claim the tax

#### ***IMPORTANT POINTS:***

- The legislative authority for the WOTC program expired on December 31, 2013. At this time, there is no indication whether Congress may pass legislation extending authority for the program beyond December 31, 2013
- On January 2, 2014, the Employment and Training Administration issued Training and Employment Guidance Letter No. 8-13. This guidance instructs State Workforce Agencies to:
  - Accept and fully process (i.e. issue certifications or denials) all WOTC applications received from employers for hires made on or before December 31, 2013
  - Continue to accept WOTC applications from employers for hires made on or after January 1, 2014, but not to issue certifications for these applications until the program is reauthorized

# Retaining your Veterans

- ❑ We've talked about finding veterans, now how do you retain them?
  - ❑ Company culture
  - ❑ Special programs
  - ❑ Outreach and recognition
    - ❑ Involve your veterans
    - ❑ Celebrate Veterans Day
    - ❑ Show employees you value their contributions
  - ❑ Upward mobility – how are your veterans progressing?

# Tracking your Efforts

## Why?

- ❑ How will you know you are using the best recruiting sources if you don't track your efforts?
- ❑ How should you track your efforts?
  - ❑ DirectEmployers Association Partner Relationship Manager
  - ❑ SharePoint/Spreadsheets – include information such as:
    - ❑ Date of Event
    - ❑ Event Supporting
    - ❑ Event Name
    - ❑ Description of Event
    - ❑ Event Contact Name
    - ❑ Event Contact Information
    - ❑ Company Contact Information
    - ❑ Business Unit Information
    - ❑ State Code

**My.jobs** ▶ indiana.jobs Profile Saved Searches Candidates Partners Search Jobs PS

## Partner Relationship Manager

Partner Primary Contact

**Welcome to PRM** Add a partner to get started

Partner Organization

Partner URL

Primary Contact Name

Primary Contact Email

Save

New Partner



# Why is this important?

- ❑ New VEVRAA regulations will become effective on March 24, 2014
- ❑ You should already be focusing on the local outreach and relationship-building requirements
- ❑ Now you have to evaluate your efforts – ‘what gets measured gets done!’
- ❑ Protected veterans provide outstanding contributions in your workforce
- ❑ Don't forget outreach focused on minorities, females and individuals with disabilities
- ❑ It's the right thing to do!

Q & A



# DirectEmployers

DirectEmployers.org

## Contact Info:

Candee J Chambers, SPHR, CAAP  
VP Compliance & Partnerships

[candee@directemployers.org](mailto:candee@directemployers.org)

317-874-9052

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consortium of leading global employers



# CDW MILITARY APPLICANT TRACKING

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Jan. 2014

# AGENDA



- What data from military applicants do we track?
- How do we track it?
- When in the application process do we get the data?
- How do we use it?

# MILITARY APPLICANT DATA TRACKING



- Is applicant a prior or current service member
- Military Occupational Code (MOC)

- Traditional Apply Process

\*First Name

Middle Name

\*Last Name

\*Preferred First Name

\*Street Address (line 1)

Address (line 2)

\*City

\*Zip/Postal Code

\*Place of Residence  
Country

Please select the metropolitan area that is closest to where you live.

\*Personal Email Address (do not provide a work email)

\*Primary Phone Number

Please use the following format: 999-999-9999

\*Have you ever served in the military?

\*Did you learn of this opportunity from a CDW campus recruiting event?

- Military Career Page Apply Process

CDW PEOPLE WHO GET IT<sup>®</sup>

ABOUT US NEWSROOM CAREERS

Our Culture What We Do Benefits Career Areas Events Transitioning Military

## TRANSITIONING MILITARY

You never know where your military career will lead you. When you're ready for the next challenge, you're ready for CDW. You already get the values we believe in. Teamwork. Drive. Completing the mission. In other words, you're one of the "People Who Get IT." As you transition from the military to the civilian world, you'll want to work with people who get IT. CDW people.

**Where**  
  
city, state, country  
Home View All Jobs (195)

**What**  
  
job title, keywords

**Military**  
  
military job title or code

# HOW DO WE USE IT



- Priority applicant screening
- Pass through to HRIS system

**Achieve It!** Rick J Rosaric | Home | Resources | S

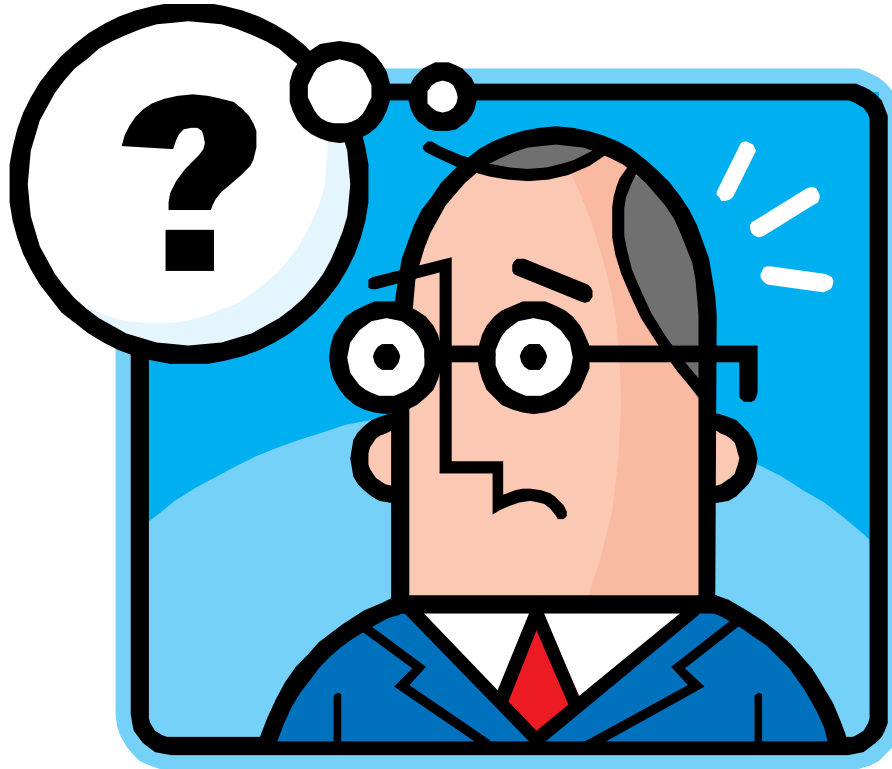
hirevue X Advanced Search Qu

Recruiting Tasks Requisitions Candidates Offers Libraries

Candidates for: HireVue Clean Test 1 (TAL000010)

Candidate	PreVisor (Online)/Band	Military	Submission Creation	Employer	Ending Base Pay	Education Level
Sixty, Prospect (1353513)		Yes	Apr 28, 2013	CDW -	98999	
Heinritz, Troy (1150590)		Yes	Jun 19, 2013	- Knowledge	70000	
[Redacted]		No	Jun 27, 2013	-	35000	HS Graduate or Equivalent, Some
HireVue, Dan (1433728)		No	Jun 12, 2013	-		
Hirevue2, Dan (1433691)		No	Jun 12, 2013	-		
[Redacted]						HS Graduate or
[Redacted]						Not Indicated, HS Graduate or Equivalent; 2 Year
[Redacted]						HS Graduate or Equivalent
Fifty-One, Prospect (1292068)			Jun 12, 2013	-		
Fifty two, Prospect (1292148)			Jun 12, 2013	-		

# QUESTIONS





# Veteran Self-ID at AT&T

January 2014

Questions?  
[rachel.book@att.com](mailto:rachel.book@att.com)

# Why it's important

- To measure effectiveness of military recruiting programs
- To optimize the success of veteran applicants
- To engage veteran employees
- To comply with federal reporting requirements



# Veterans self-ID happens at many stages in the employment process

- Online application
- Job offer and onboarding
- Post-hire



At the point of application –  
we ask twice



## Applicant Self-ID #1

In the job seeker career profile – at the beginning of the application process.

- **Have you served in the US Military? Please let us know so that we can thank you for your service and send you information to help optimize your job search.**

- Yes, I have served in the US Military
- No, I have not served in the US Military

- Applicants who answer “Yes” receive an email from us in the week after their initial application with helpful tips.
- This information is accessible to recruiters to identify veteran applicants in their requisitions
- This info is utilized to measure applicant to hire ratios and measure veteran applicant and hire rates by function, business unit and location.





# Follow-up Email to Veteran Applicants

- Thanks them for their service
- Acknowledges that the job search process is frustrating and lengthy
- Provides helpful reminders on our recruitment process
- Offers links to interview tips and test guides
- Offers access to AT&T employee veterans who can provide additional guidance
- Refers to the 100,000 Jobs Mission Veteran Talent Exchange (VTX) to be considered by other military friendly employers



## Thanks for your interest in AT&T Careers. What's next?

We're actively reviewing your application to determine the best match between your experience, career goals and our job requirements. In the meantime here are some things to keep in mind.

1. **Don't be discouraged if the process takes a while.** Sometimes business needs cause our recruitment process to take longer than we'd like. Please continue to search and apply for additional AT&T career opportunities that match your qualifications and interests.
2. **Carefully review e-mail communications from our team.** Some of our jobs require testing and other follow up steps. In order for your application to be processed fully, please monitor your email for follow up messages from us. Check your junk folder to make sure your spam filters aren't preventing important messages from reaching your inbox.
3. **Prepare for your interview**
  1. **Check out our interview prep tips, test guides** and learn more about our hiring process
  2. **Ask if you qualify for an exam waiver.** For select job titles, we may be able to waive certain required assessments based on your MOS.
  3. **We will accommodate schedule adjustments for military service obligations.** AT&T supports members of the Reserve and Guard and fully accommodates weekend duty and annual training obligations.
4. **Still have questions?** Check out [www.att.jobs/military](http://www.att.jobs/military) and join a weekly video chat hosted by AT&T veterans to learn more.

**Refer your fellow veterans!** Join our [Veteran Talent Network](#) to stay in touch and opt-in to the Veteran Talent Exchange to become connected with top military friendly employers within the 100,000 Jobs Mission.



Diversity is the AT&T way of standing apart. Equal Opportunity Employer  
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If you wish to opt out of future AT&T recruitment communications, please [click here](#)

708 S. Akard Street Dallas, TX 75202

## Applicant self-ID #2

In the EEO disclosure section where applicants disclose race/ethnicity and gender.

This is optional for applicants to complete and information is not visible to anyone involved in the recruitment and selection process

- Have you ever served or are you currently serving in the US Military?
  - Yes, I have served in the US Military
  - No, I have not served in the US Military

This information is used for official reporting purposes and carries over to payroll systems upon hire



## Tips and Best Practices

- Phrasing the question
  - Consider asking “Do you have Military Service” or “Have you served in the US Armed Forces” instead of “Are you a Veteran” – this resonates better with more people who have served in the US Armed Forces.
- Explain why you are asking and follow up on commitments
- Analyze the data on a regular basis to identify areas of success and opportunity





# Offer and Onboarding



## Post Offer

- Recruiters and hiring managers promote the Veterans Employee Resource Group
  - 7,000+ employee veterans and veteran advocates gather together for community, volunteerism, philanthropy and advocacy.
- New hires are offered an opportunity to self-ID as a veteran or person with a disability via a confidential form (to be replaced with updated form mandated by OFCCP Section 503 and VEVRA updates)



# Onboarding

- Invitation to employee self-ID is included in onboarding check-list of activities for new hires
- Employees are encouraged to join one or more of 11 AT&T employee resource groups including AT&T Veterans and IDEAL –employee disability advocates



Post-hire



## Why it's Important

- To report on % of total employees who have served in the military or identified as having a disability
- To understand when accommodations may be necessary
- To identify specialized training for employee supervisors
- To submit in surveys for “Top Employer” rankings
- To understand employee demographics and determine resources or policy changes that may be needed
- For federal reporting purposes



# The Challenge

## Generational

- Pre-9/11 veterans may not see a reason to self-identify as a veteran.
- Some veterans may not consider themselves veterans if they didn't serve during times of war.
- Legacy employees may not have been asked to self-identify when originally hired.

## Confidentiality

- Some veterans fear that self-identifying may create stigma.
- Some veterans fear that self-identifying may connote a disability.
- Some may not see any connection with prior military service and their current professional career.

## WIIFM

- Important to explain why the employer is requesting this information.
- Always great to create an incentive – i.e recognition from leadership, badge on employee profile, complimentary day-off for Veterans Day, etc.





# Employee Self-ID in Payroll System

## Voluntary Self-Identification

### EEO Voluntary Self Identification Form

Name: RACHEL BOOK

Contact Phone Number:  (use format NNN-NNN-NNNN)

Do you want to be contacted concerning a reasonable job or employment related accommodation?  No  Yes

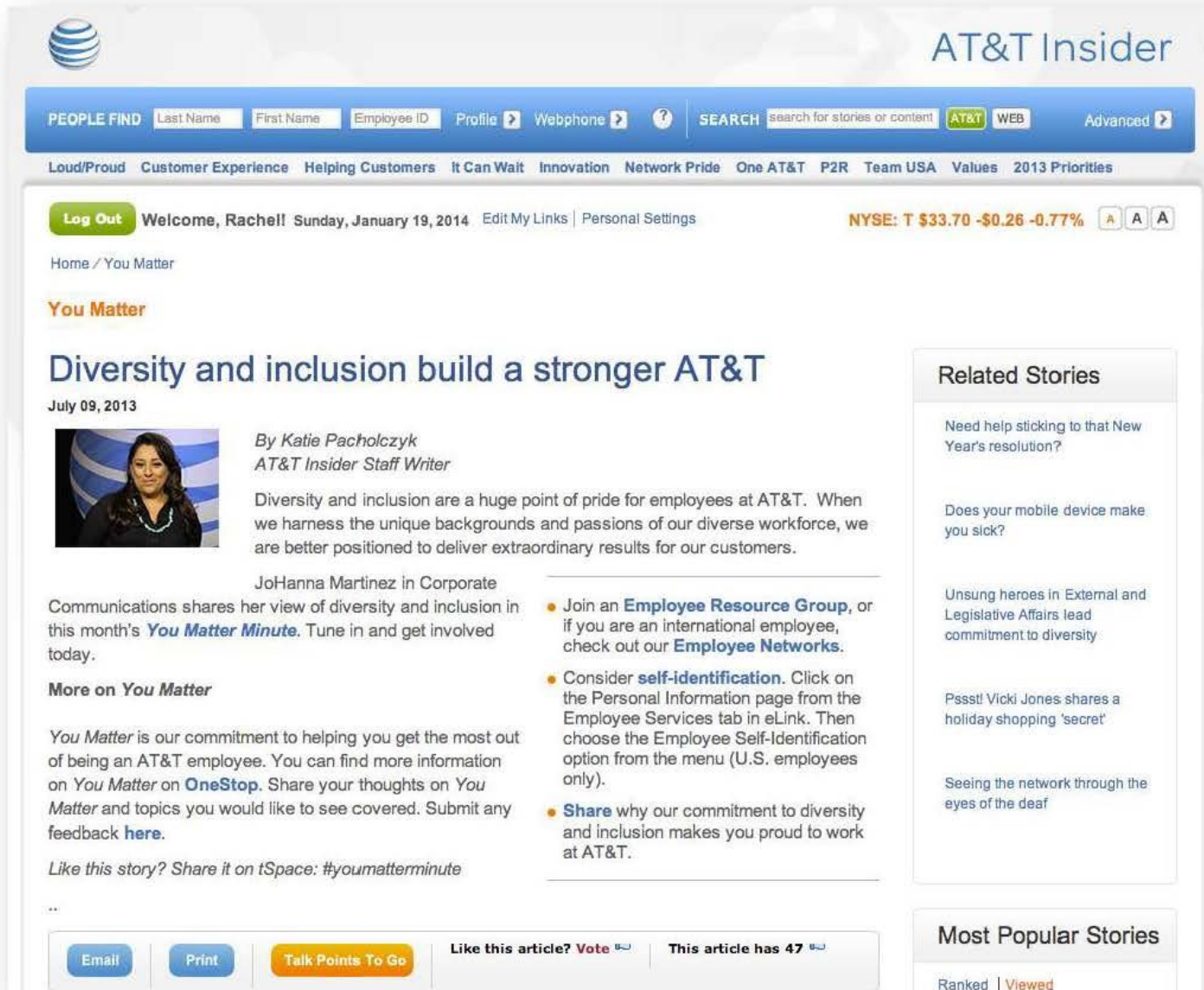
Appropriate Classifications:

- Individual with Disability
- Special Disabled Veteran
- Veteran of the Vietnam Era
- Armed Forces Service Medal Veteran
- Disabled Veteran
- One Year Recently Separated Veteran Military Separation Date(mm/dd/yyyy):  Pick from Ca
- Three Year Recently Separated Veteran Military Separation Date(mm/dd/yyyy):  Pick from Ca
- Other Covered Veterans ([view list of covered military operations](#))
- Veteran not covered by the above definitions

*Include a check box for "Veteran not covered by the above definitions"*



# Call for Self-ID in Employee Communications



The screenshot shows the AT&T Insider website interface. At the top left is the AT&T logo. The main header area includes a search bar with the text "SEARCH search for stories or content" and buttons for "AT&T" and "WEB". Below the search bar is a navigation menu with links like "Loud/Proud", "Customer Experience", "Helping Customers", "It Can Wait", "Innovation", "Network Pride", "One AT&T", "P2R", "Team USA", "Values", and "2013 Priorities". A secondary navigation bar contains a "Log Out" button, a welcome message "Welcome, Rachel!", the date "Sunday, January 19, 2014", and links for "Edit My Links" and "Personal Settings". On the right side of this bar, there is a stock market ticker for NYSE: T showing a price of \$33.70 and a change of -\$0.26 (-0.77%), along with font size adjustment buttons.

The main content area features a "You Matter" section with the article title "Diversity and inclusion build a stronger AT&T" dated July 09, 2013. The author is identified as Katie Pacholczyk, an AT&T Insider Staff Writer. The article text discusses the importance of diversity and inclusion for AT&T employees and customers. A photo of JoHanna Martinez is included. The article is categorized under "You Matter Minute".

On the right side, there is a "Related Stories" section with several article teasers, including "Need help sticking to that New Year's resolution?", "Does your mobile device make you sick?", "Unsung heroes in External and Legislative Affairs lead commitment to diversity", "Pssst! Vicki Jones shares a holiday shopping 'secret'", and "Seeing the network through the eyes of the deaf".

At the bottom of the article, there are social sharing options: "Email", "Print", and "Talk Points To Go". A "Vote" button and a "This article has 47" view count are also present.





## What's Next....

- Collaborating with our Employee Resource Groups to drive self-ID among legacy employee base
- Driving additional employee communications to explain the importance of self-ID
- Brainstorming on incentive as WIIFM for employees to self-ID
- Enhancing IT system feeds so all applicant self-ID carries through to employee records.
- Track additional detail about military service: branch, duty status

## *Ultimately...*

creating an environment where employees are comfortable self-identifying and requesting any accommodations to ensure optimum success.



Thank you!



# VETERAN HIRING FAIRS

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Gideon Blustein, IDES

Rodrigo Garcia, IDVA



## On Site Employer Hiring Event

Event that matches qualified veteran (and other) candidates with existing job openings for a single employer and enables multiple interviews to take place in a single day.

**Small, quick, effective**



# Employer goals

- 1 • Recruit qualified veterans
- 2 • Educate candidates about company
- 3 • Increase the number of qualified matches
- 4 • Cut down on mismatched recruits



Illinois Department of  
**Veterans' Affairs**



# ○ The partners

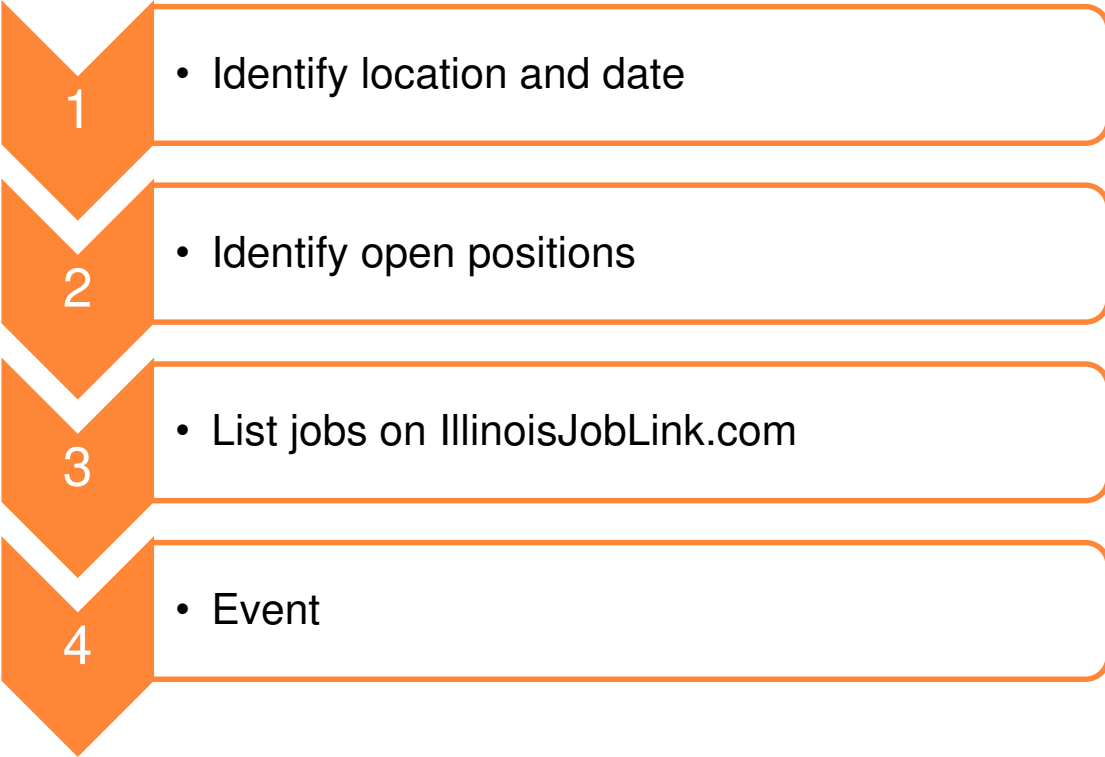
- 1 • Employer
- 2 • Illinois Department of Employment Security
- 3 • Illinois Department of Veterans' Affairs



Illinois Department of  
**Veterans' Affairs**



# The process



Illinois Department of Veterans' Affairs



# ○ Identify location and date



Illinois Department of  
**Veterans' Affairs**

- Identify date
  - Ideally about 1.5 to 2 months in advance
  - Can be shorter (two week minimum)
  
- Identify location
  - Employer's location
  - An off-site location





# ○ Identify open positions

- Event must focus on existing open positions for which employer is recruiting
- Can be for future positions (next 30-90 days), but need to provide job descriptions so that IDES knows what to recruit for



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# ○ List jobs on IllinoisJobLink.com

- If positions are “indexed,” that is good
- IDES just needs a list of positions on which to focus
- If not already in system, register on IllinoisJobLink.com or Index to NLX



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### Pre-event:

- IDES will make “referrals”
- Can be to your ATS; IDES will supply with a list of the referrals made for you to cross match
- Employer schedules interviews

### Day of event:

- Orientations
- Schedule based on departments; E.g. large ag company (separate orientation and interview times scheduled for each unit - transp., trading, science – with interviews in between)
- Walk-ins – optional, but encouraged (schedule them for general orientation and general/informational interview)
- Track metrics: look to OFCCP compliance, but could expand metrics based on company needs/interests

### Post-event:

- Follow-up call to review
  - Metrics
  - Changes
  - Successes





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# DISCUSSION OF SURVEY TO GUIDE NEXT STEPS

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# NEXT STEPS AND FUTURE MEETINGS

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