

The Commercial Club of Chicago



**Veterans Working Group
Kickoff Meeting**

Wednesday, May 29, 2013

Mission

- Help Commercial Club Members hire and support veterans in making a successful transition to civilian life.
- Build awareness and support, and provide best practices and other resources.

Meeting Overview

Welcome and Review of Agenda

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

Ty Fahner, President, Civic Committee of the Commercial Club of Chicago

Chris Janc, Global Co-Chair, J.P. Morgan Chase VETS business resource group; Founding IHHC member/Co-chair

Veterans in Illinois, IHHC, and Best Practices

Rodrigo Garcia, Assistant Director, Illinois Department of Veterans' Affairs

Public Resources for Recruiting/Hiring Veterans

Jay Rowell, Director, Illinois Department of Employment Security

Gideon Blustein, Director, Business Services, Illinois Department of Employment Security

Business Case for Hiring/Retaining Veterans & Discussion of the Challenges

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

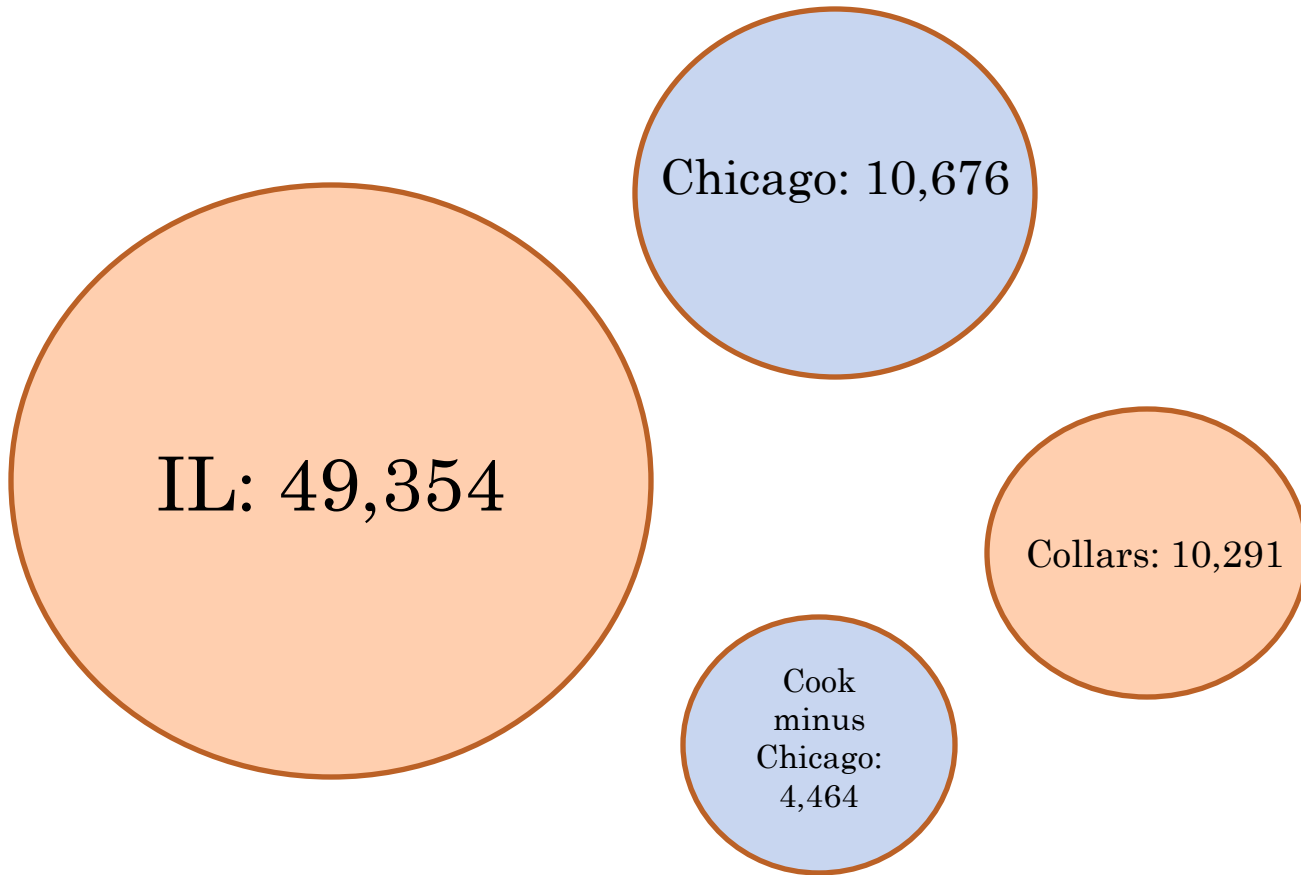
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○ Illinois' veteran talent pool



*Pulled from www.IllinoisJobLink.com on 5/23/13





- Take the Pledge:

www.IllinoisHiresHeroes.com

- IDES Business Services Staff contacts company

- Walk through details and agree on schedule

- Provide necessary resources such as training or access to other consortium members for guidance

- IDES adds company to website, certifies consortium membership w/letter from the Governor



Recruit

- IllinoisJobLink.com plus...
- H2H or...
- IDES Vets Hiring Fairs or...
- Army PaYS partner

Hire

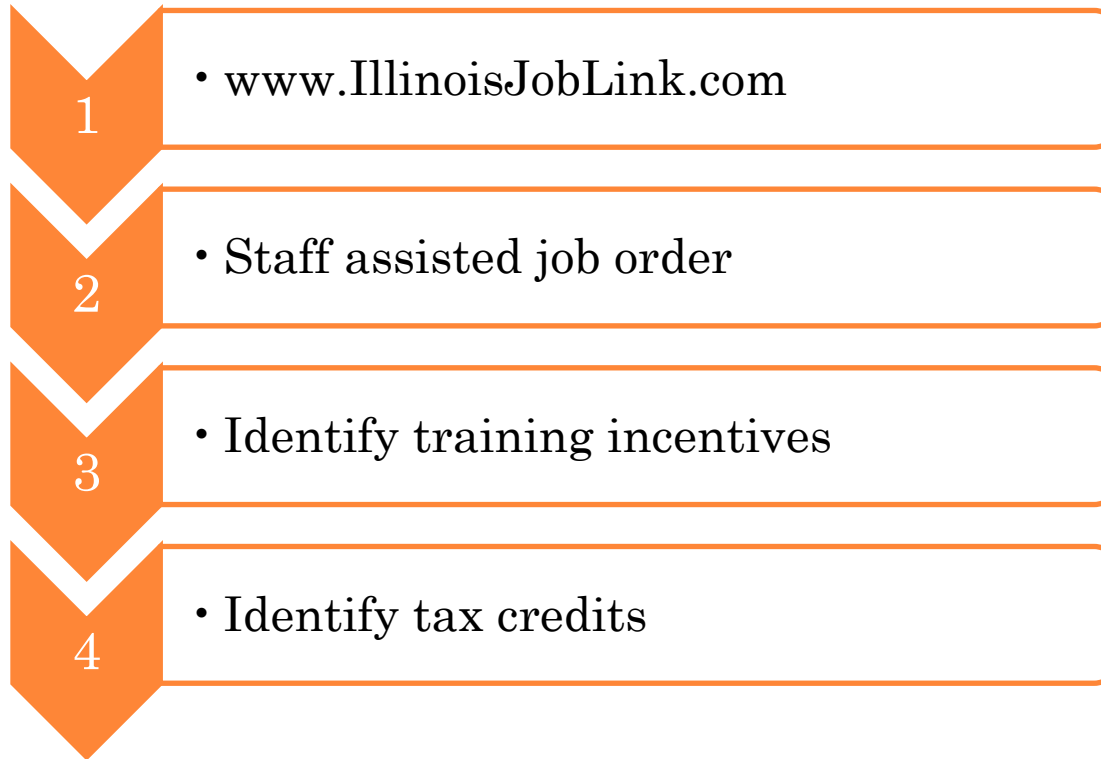
- HR Training provided by IDES
- HR Training provided by partner organization
- USERRA 101 and 102

Retain

- ESGR Statement of Support
- Affinity Group
- IDVA support
- Wage differential



○ No-cost human resource solutions



Meet employer's workforce needs now and in the future →



○ Like Monster and CareerBuilder, plus...



No-cost online
job board

Similar to
Monster and
CareerBuilder

23,522
employers
registered in IJL

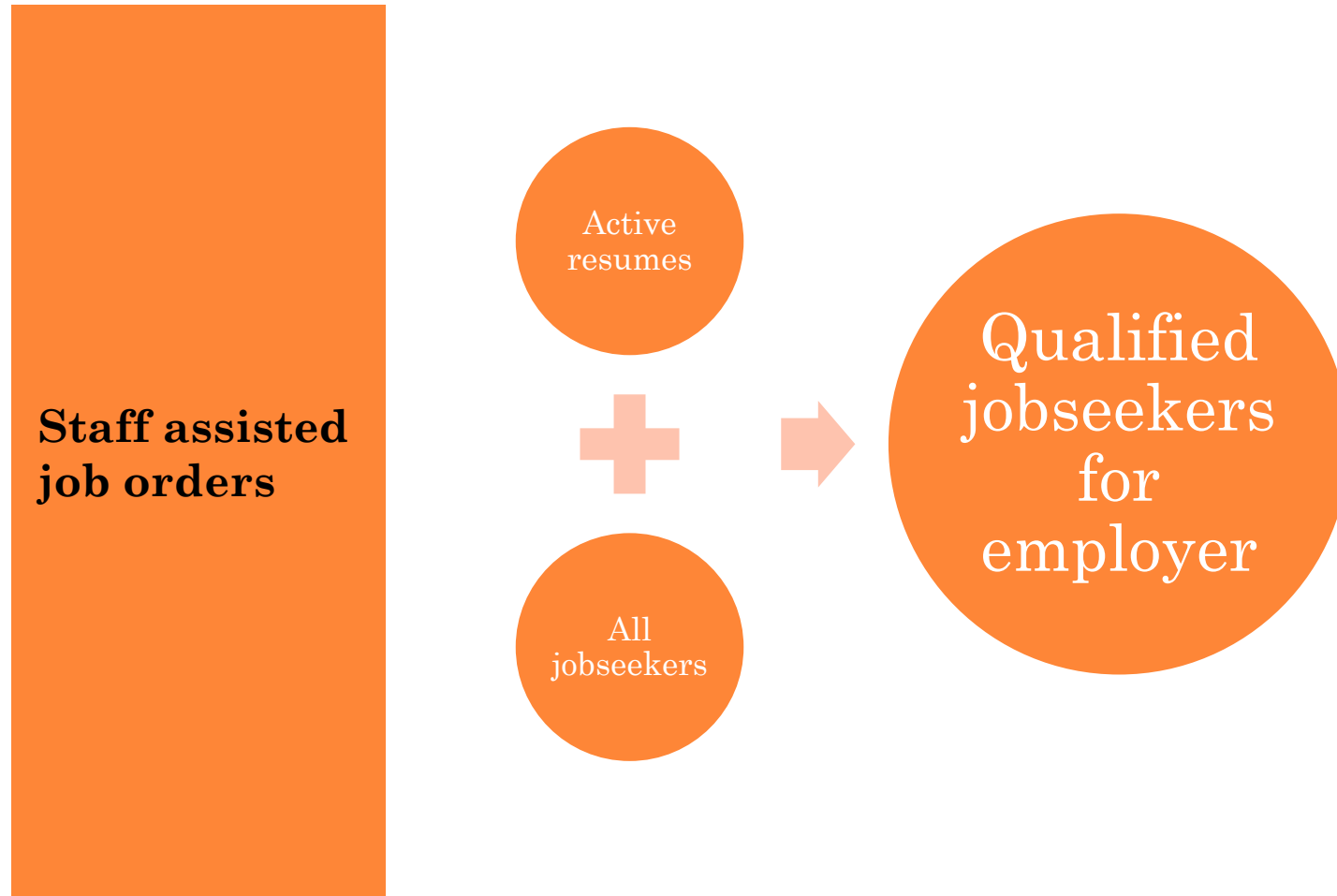
66,591 active
resumes

123,981 Illinois
jobs

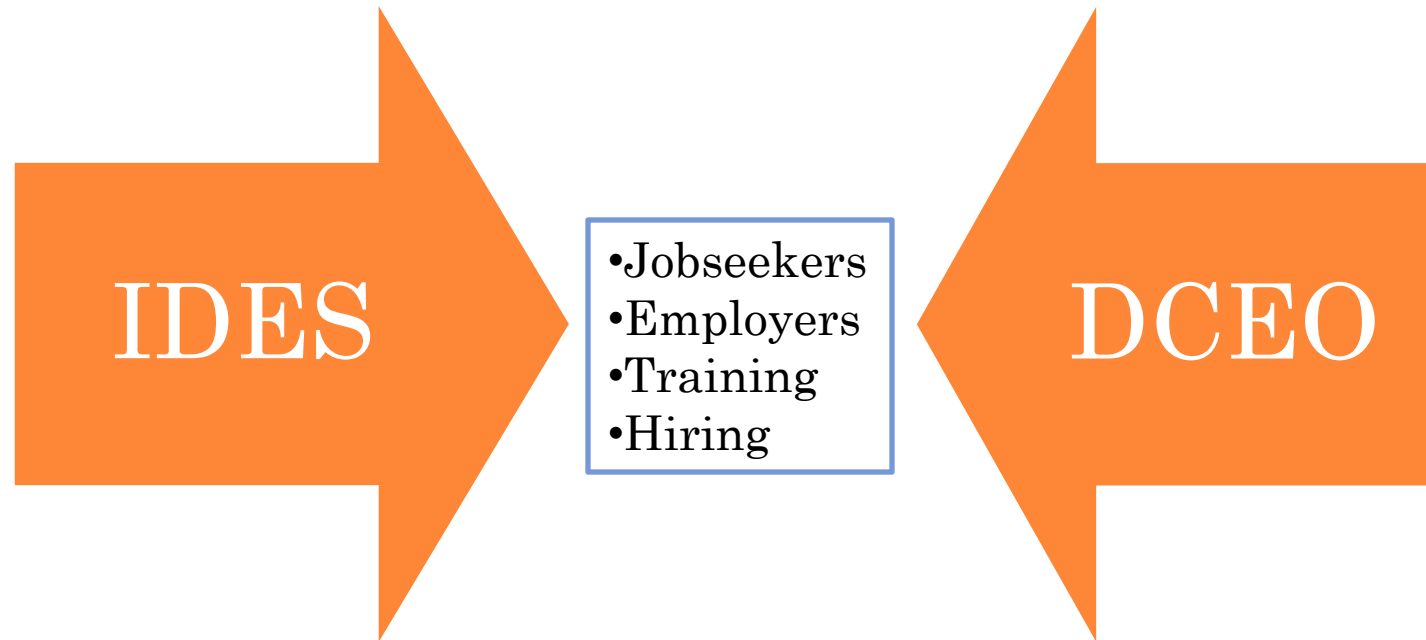
Note: Data captured on May 14, 2013, live numbers change daily



○ IDES Staff provide personalized service to employers



○ Workforce Investment Act partners can cover training costs



Rewarding businesses for providing a hand-up

- **Veteran**
- **Disabled veteran**
- **Ex-felon**
- **TANF**
- **Designated community residents**
- **Vocational rehab referrals**
- **Summer youth**
- **Food stamp**
- **SSI**
- **Long-term family assistance**

WOTC

- **\$66 million in credits**
- **27,000 hired**
- **Up to \$9,600 per hire**



○ Let's roll



www.IllinoisHiresHeroes.com



WHY HIRE A VETERAN?

Examining the Business Case

Why Hire a Veteran?

- The Business Case – it's not just because it's the “right thing to do”
 - What research tells us
 - What employers tell us
- What gets in the way: questions and challenges
- Resources for helping us think about next steps

Why Hire a Veteran?

Research tells us that Veterans have skills that contribute to enhanced performance in a dynamic business environment.

Veterans:

- Are entrepreneurial
- Assume high levels of trust in their co-workers
- Are adept at skills transfer across contexts/tasks
- Are comfortable in dynamic and uncertain environments
- Have high levels of resiliency
- Have advanced team-building skills
- Have strong organizational commitment
- Have – and leverage – cross-cultural experiences
- Have experience in diverse work settings

Why Hire a Veteran?

Employers report that they hire veterans because:

- The characteristics and skills they bring: leadership, teamwork, discipline, expertise, ability to function in dynamic environment, resiliency, loyalty, etc.
- Public relations value
- “Because it’s the right thing to do”

Center for a New American Security, “Employing America’s Veterans: Perspectives from Businesses,” June 2012.

What Gets in the Way?

Employers also report challenges:

- Skill translation
- Negative stereotypes
- Skill mismatch
- Concern about future deployments
- Acclimation to the civilian world
- Finding veterans

Center for a New American Security, "Employing America's Veterans: Perspectives from Businesses," June 2012.

SPECIFIC RESOURCES FOR CONSIDERING NEXT STEPS



<http://www2.illinois.gov/veterans/programs/Documents/IllinoisHiresHeroesConsortiumDetailedView3.pdf>

Translate:

- [Home](#)
- [Recruit & Hire](#)
- [Train & Retain](#)
- [Toolkit](#)

CareerOneStop Business Center
Your source for help hiring, training and retaining a strong workforce.

Local Help

Find and contact a local American Job Center

Find State Resources



Recruit & Hire
Find qualified candidates and build an effective hiring process.



Train & Retain
Explore local training options and connect to funding resources.



Toolkit
Quick access to tools to help you recruit, train and retain your workforce.

Hot Topics

-  [How can I get tax credits for hiring?](#)
-  [I need help paying for worker training.](#)
-  [What are average salaries for my area?](#)

<http://www.careeronestop.org/businesscenter/Civilian-to-Military/civilian-to-military-translator.aspx>

**GUIDE TO LEADING POLICIES, PRACTICES
& RESOURCES:
SUPPORTING THE EMPLOYMENT OF VETERANS
& MILITARY FAMILIES**

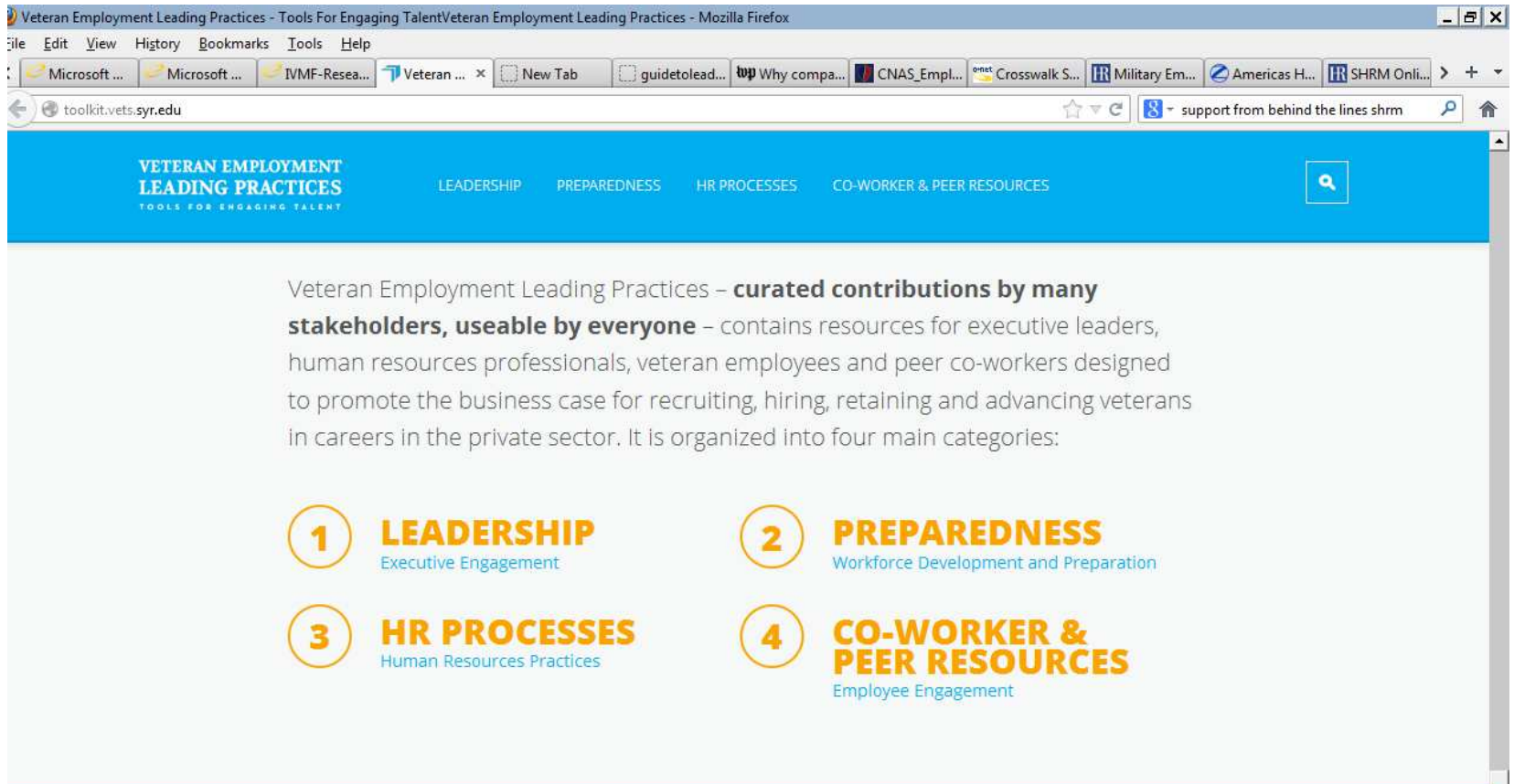
Prepared by:
Institute for Veterans and Military Families, Syracuse University

<http://vets.syr.edu/employment/>

- 170+ pages
- Employer challenges
- Leading practices (case studies)
- Appendices with checklists on recruiting, training, assimilation

Veteran Employment Leading Practices, <http://toolkit.vets.syr.edu/>

- Web-based toolkit focused on four topics
- Articles, policies/regulations, checklists, leading practices, and case studies



Veteran Employment Leading Practices - Tools For Engaging Talent

Veteran Employment Leading Practices - Mozilla Firefox

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Microsoft ... Microsoft ... IVMF-Resea... Veteran ... x New Tab guidetolead... Why compa... CNAS_Empl... onet Crosswalk S... Military Em... Americas H... SHRM Onli...

toolkit.vets.syr.edu

support from behind the lines shrm

VETERAN EMPLOYMENT LEADING PRACTICES
TOOLS FOR ENGAGING TALENT

LEADERSHIP PREPAREDNESS HR PROCESSES CO-WORKER & PEER RESOURCES

Veteran Employment Leading Practices – **curated contributions by many stakeholders, useable by everyone** – contains resources for executive leaders, human resources professionals, veteran employees and peer co-workers designed to promote the business case for recruiting, hiring, retaining and advancing veterans in careers in the private sector. It is organized into four main categories:

- 1 LEADERSHIP**
Executive Engagement
- 2 PREPAREDNESS**
Workforce Development and Preparation
- 3 HR PROCESSES**
Human Resources Practices
- 4 CO-WORKER & PEER RESOURCES**
Employee Engagement

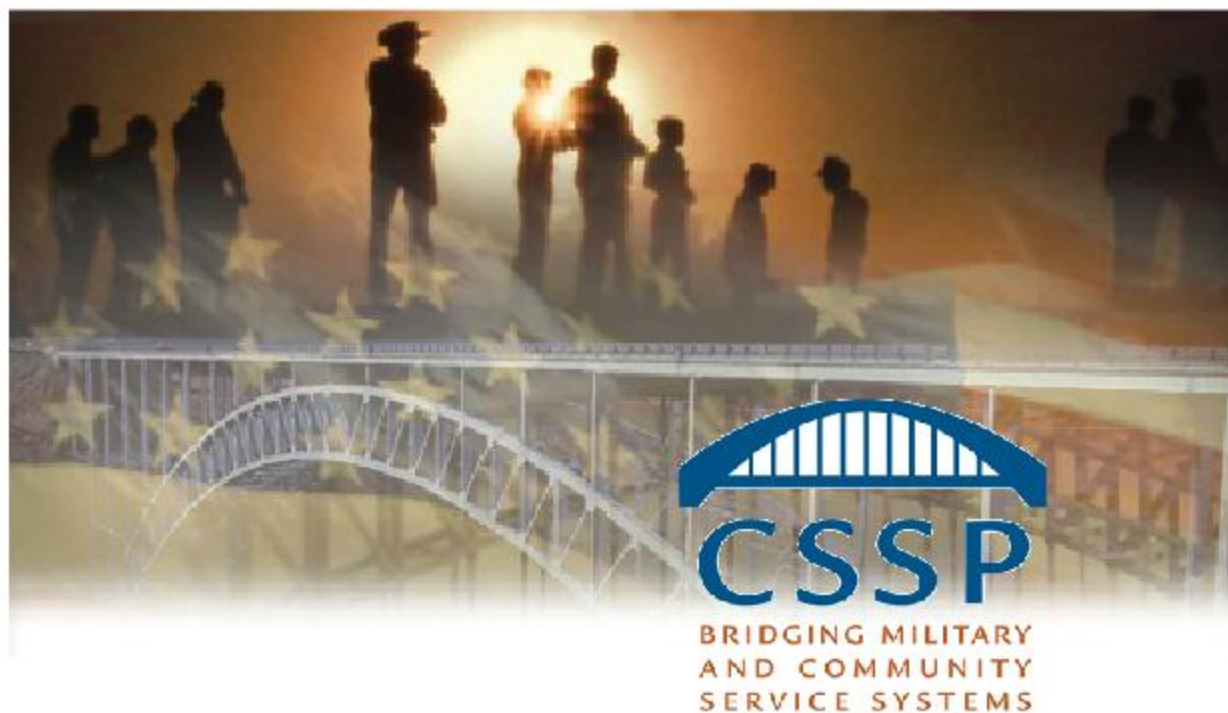
Support from Behind the Lines:

10 Steps to Becoming a Military-Ready Employer

Sherrill A. Curtis, SPHR



- Shorter piece from SHRM on understanding the issues, developing a business case, engaging leadership, assessing needs, and additional steps
- Appendix contains some “how to” guides and identifies additional resources
- [http://www.shrm.org/TemplatesTools/Toolkits/Documents/12-0177%20Behind the Lines Toolkit FNL.pdf](http://www.shrm.org/TemplatesTools/Toolkits/Documents/12-0177%20Behind%20the%20Lines%20Toolkit%20FNL.pdf)



<http://www.aheconnect.com/citizensoldier/courses.asp>

Additional Sources of Information and Tools

- Institute for Veterans and Military Families (Syracuse University), <http://vets.syr.edu/employment/>
- Society for Human Resource Management (SHRM), <http://www.shrm.org/hrdisciplines/staffingmanagement/articles/pages/military.aspx>
- America's Heroes at Work (U.S. Department of Labor), <http://www.americasheroesatwork.gov/>

Let's Talk!

- Where is your company in the process of determining how best to support veterans?”
- What do you see as opportunities for supporting veterans in employment?
- What do you see as challenges?

Next Steps



What Commercial Club Members Can Do

- Join the Illinois Hires Heroes Consortium (IHHC)
- Adopt the IHHC best practices
- Ask your suppliers and vendors to join IHHC
- Increase the number of veterans recruited, hired, and retained

What Working Group Members Can Do

- Champion the work in your companies
- Bring solutions and best practices to the Working Group
- Build support with other companies