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### **Don't Forget, Hire a Vet**

*A highly skilled team player seeks employment with a local organization to help expand business capabilities. Proven leadership skills, motivating teams on various assignments and encouraging personal growth. Diverse background working with individuals from across the globe to achieve a common goal. Demonstrated ability to perform well under pressure and see a task through to completion, while utilizing limited resources to meet strict deadlines. Technologically inclined with knowledge of latest system software and processes. Experience with workplace safety standards, and a strong personal commitment to honesty and integrity.*

The above profile depicts a pretty strong job candidate, doesn't it? Such is the resumé of a U.S. military veteran. As we see more military units returning home from overseas, employing veterans is quickly becoming a top issue with regard to our current workforce.

While the Uniformed Services Employment and Reemployment Rights Act (USERRA) protects veterans and service personnel from job discrimination and ensures re-employment rights for returning veterans, there are many reasons why employers should actively seek out veterans when filling open positions. The HireVetsFirst website, [www.hirevetsfirst.gov](http://www.hirevetsfirst.gov), serves as a valuable resource for employers looking to hire veterans, as well as for vets interested in acquiring new employment opportunities.

Most military personnel, whether young or old, bring with them a favorable list of skills that may be transferable to a number of different positions or companies. Some of these top skills include:

- **Accelerated Learning Curve:** With proven ability to pick up the necessary survival/tactical skills in military operations, a similar mindset can now be applied when learning new job responsibilities in a corporate setting.
- **Leadership Abilities:** The military structure, no matter the branch, provides many opportunities for leaders to emerge. Once acquired, these are lifelong skills.
- **Teamwork:** This one needs little explanation, as teamwork is an essential aspect for the success of any mission, whether out in the field or in the boardroom.
- **Diversity:** Veterans have proven experience working with individuals from a variety of backgrounds. These experiences contribute to open-mindedness, acceptance and the ability to successfully work with a diverse group of people.
- **Performance Under Pressure:** Not only do veterans exhibit the skills to think on their toes and utilize limited resources, but they also have excellent follow-through skills.

A few local companies are already listed among the top-rated, military-friendly employers who actively seek veterans to fill their open job postings. Johnson Controls, Schneider National, and Georgia-Pacific all make the Top-20 list based upon their military recruiting efforts, percentage of veteran hires and company policies geared toward individuals with National Guard and Military Reserve service. Some states even offer additional tax incentives for companies who employ veterans. Illinois businesses receive a tax credit up to \$600 for every veteran hired. Could your organization be the next to tap into this valuable human resource?

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