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
The Commercial Club of Chicago

Veterans Working Group
Kickoff Meeting

Wednesday, May 29, 2013
Illinois’ veteran talent pool

IL: 49,354

Chicago: 10,676

Collars: 10,291

Cook minus Chicago:
4,464

Implementation

• 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
Implementation

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

www.IllinoisHiresHeroes.com
No-cost human resource solutions

1. www.IllinoisJobLink.com
2. Staff assisted job order
3. Identify training incentives
4. Identify tax credits

Meet employer’s workforce needs now and in the future
Like Monster and CareerBuilder, plus...

**IllinoisJobLink.com**

- 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

Staff assisted job orders

Active resumes

All jobseekers

Qualified jobseekers for employer
Workforce Investment Act partners can cover training costs

- IDES
- DCEO
- • Jobseekers
- • Employers
- • Training
- • Hiring
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

- $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

Institute for Veterans and Military Families, “The Business Case for Hiring a Veteran: Beyond the Clichés,” March 5, 2012
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”

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

SPECIFIC RESOURCES FOR CONSIDERING NEXT STEPS
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

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

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

• 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

Sherrill A. Curtis, SPHR
Additional Sources of Information and Tools

• Institute for Veterans and Military Families (Syracuse University), [http://vets.syr.edu/employment/](http://vets.syr.edu/employment/)


• America’s Heroes at Work (U.S. Department of Labor), [http://www.americasheroesatwork.gov/](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