The Commercial Club of Chicago

Founded 1877

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

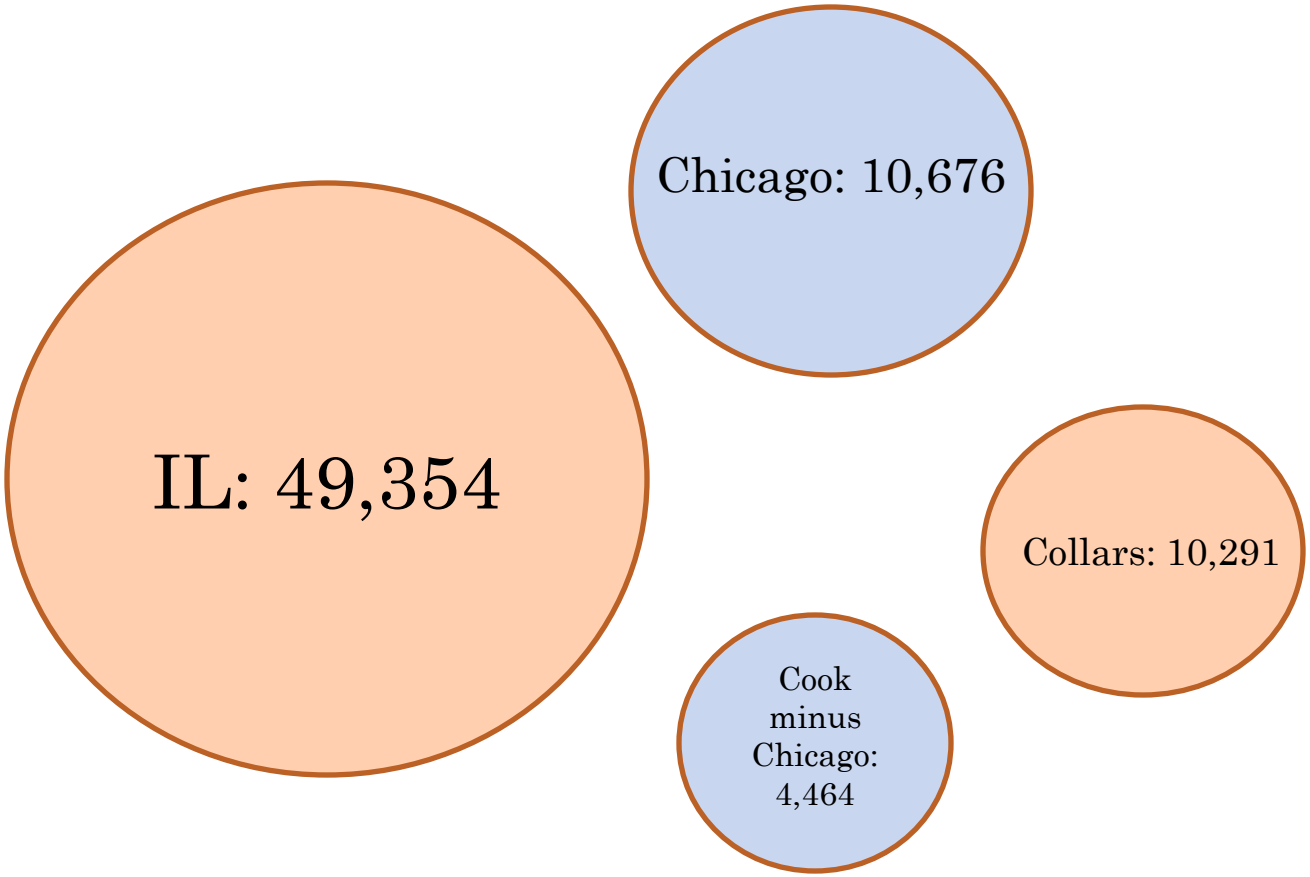
The Commercial Club of Chicago

Founded 1877

Veterans Working Group Kickoff Meeting

Wednesday, May 29, 2013

Illinois' veteran talent pool



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

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

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

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

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

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…

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

IllinoisJobLink.com

No-cost online job board

Similar to Monster and CareerBuilder

23,522 employers registered in IJL

66,591 active resumes

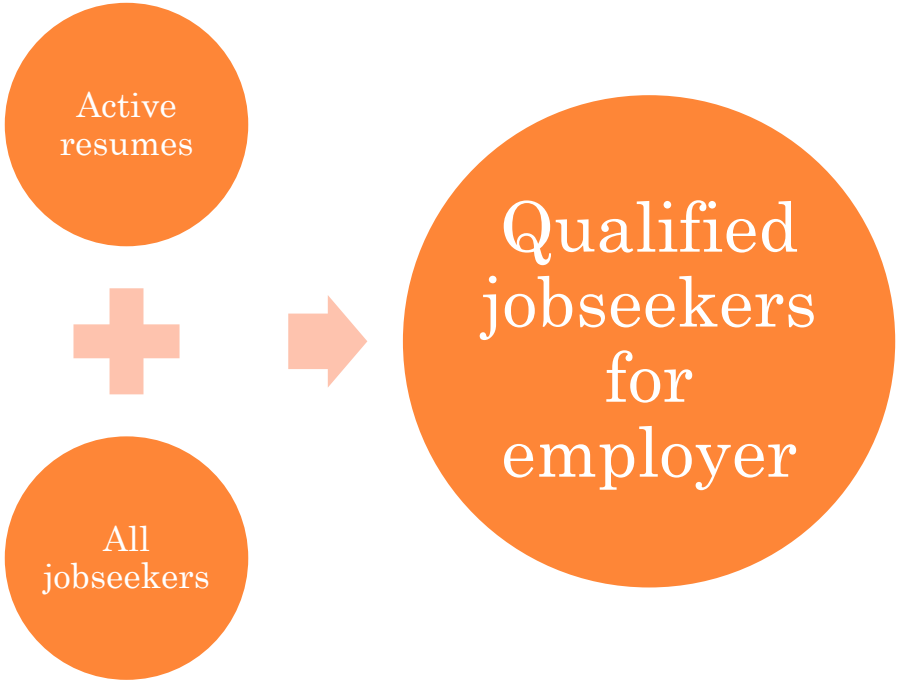
123,981 Illinois jobs

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

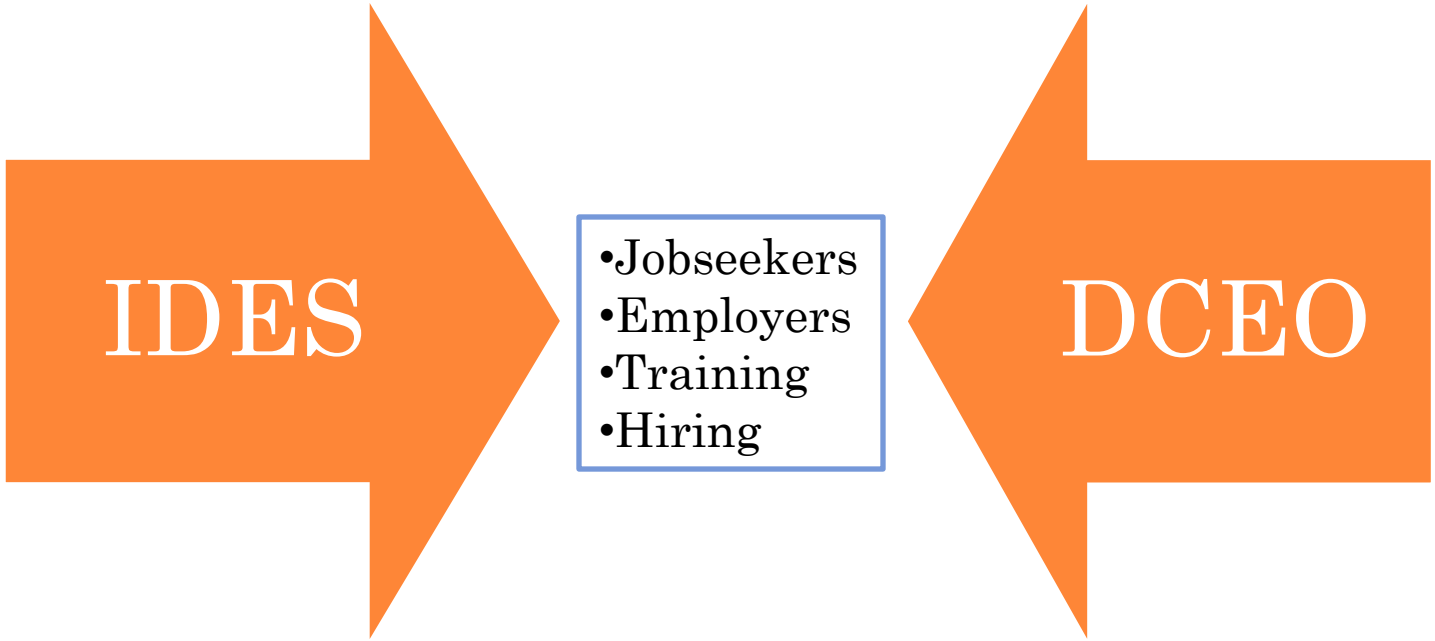
IDES Staff provide personalized service to employers

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

Staff assisted job orders



Workforce Investment Act partners can cover training costs



Rewarding businesses for providing a hand-up

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

- **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

IDES
ILLINOIS DEPARTMENT OF EMPLOYMENT SECURITY

IHH
ILLINOIS HIRES HEROES

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”

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

careeronestop Business Center

A proud partner of the americanjobcenter network.

More Resources | FAQs | Email This Page | Print

Search Business Center | Search

Translate: English

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 — go

Find State Resources — go

Recruit & Hire

Find qualified candidates and build an effective hiring process.

go

Train & Retain

Explore local training options and connect to funding resources.

go

Toolkit

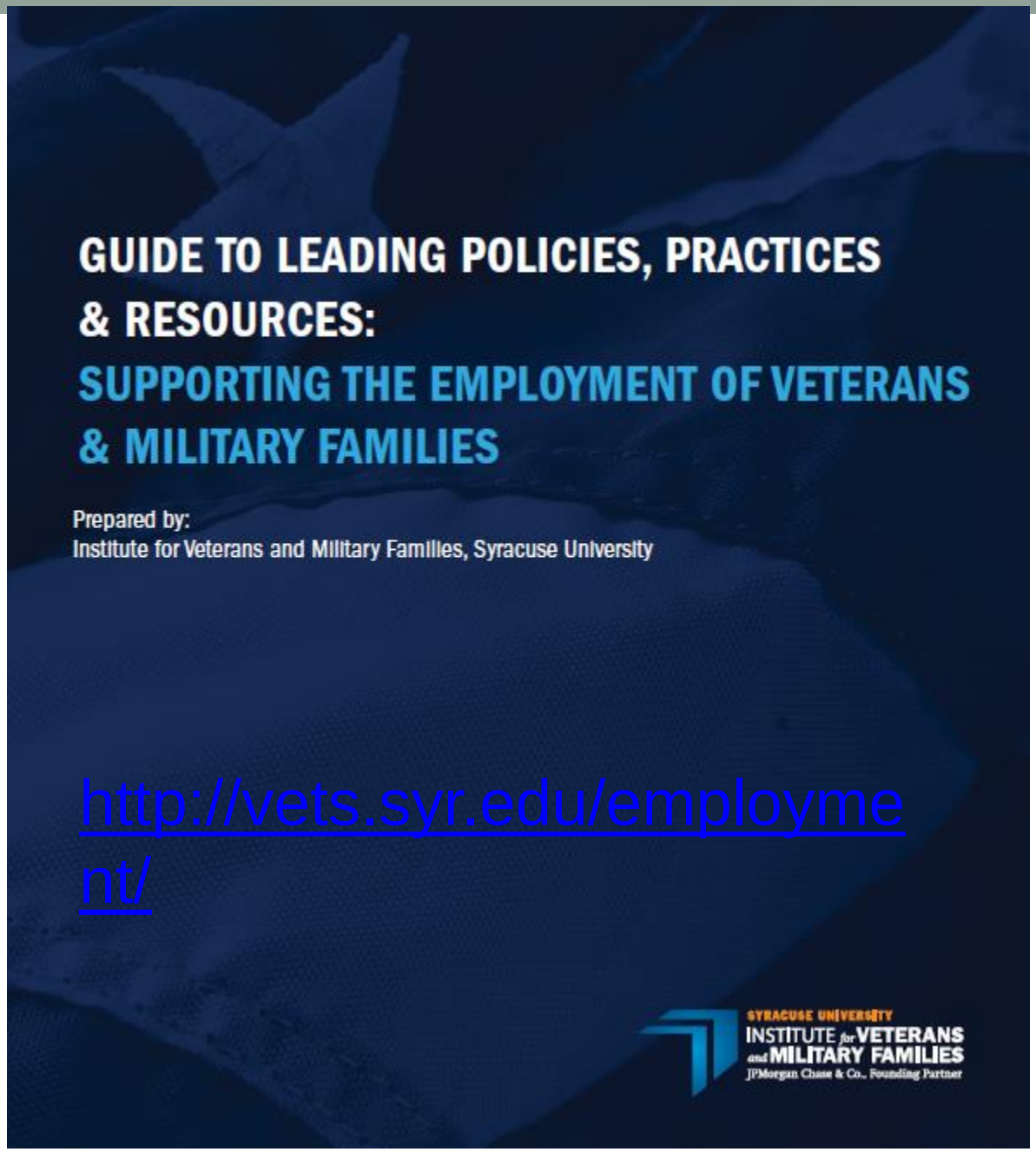
Quick access to tools to help you recruit, train and retain your workforce.

go

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

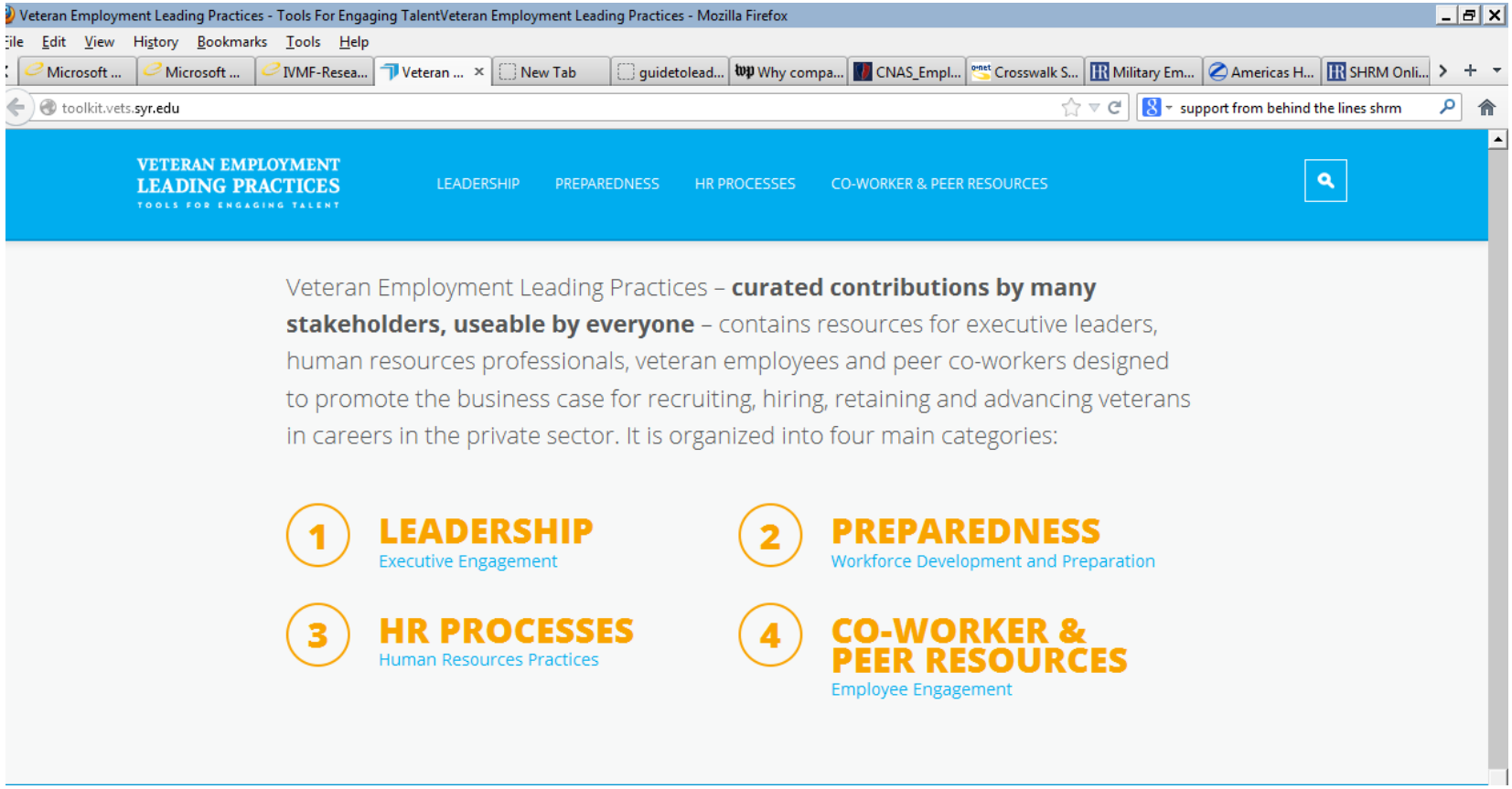


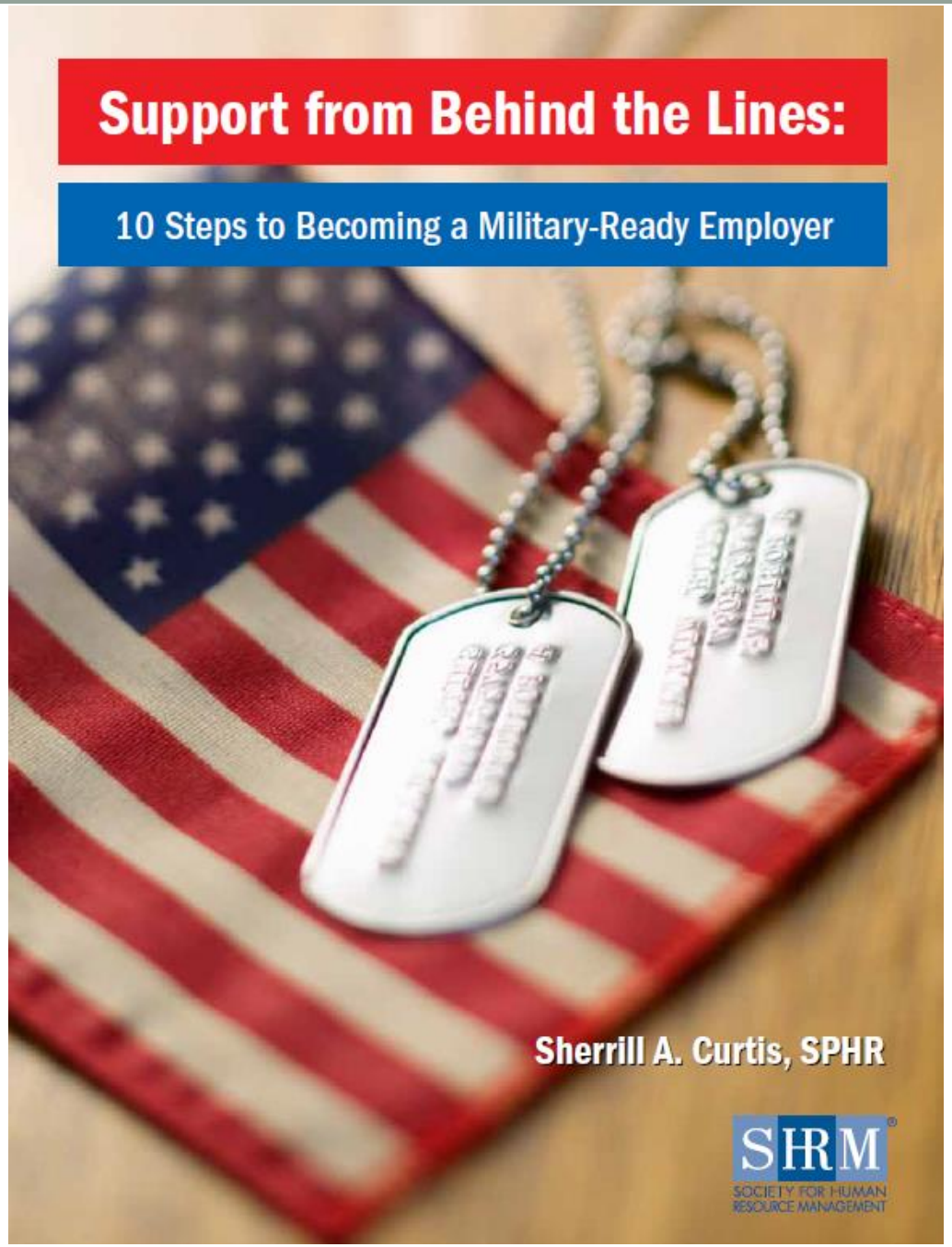
http://vets.syr.edu/employment/

- 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

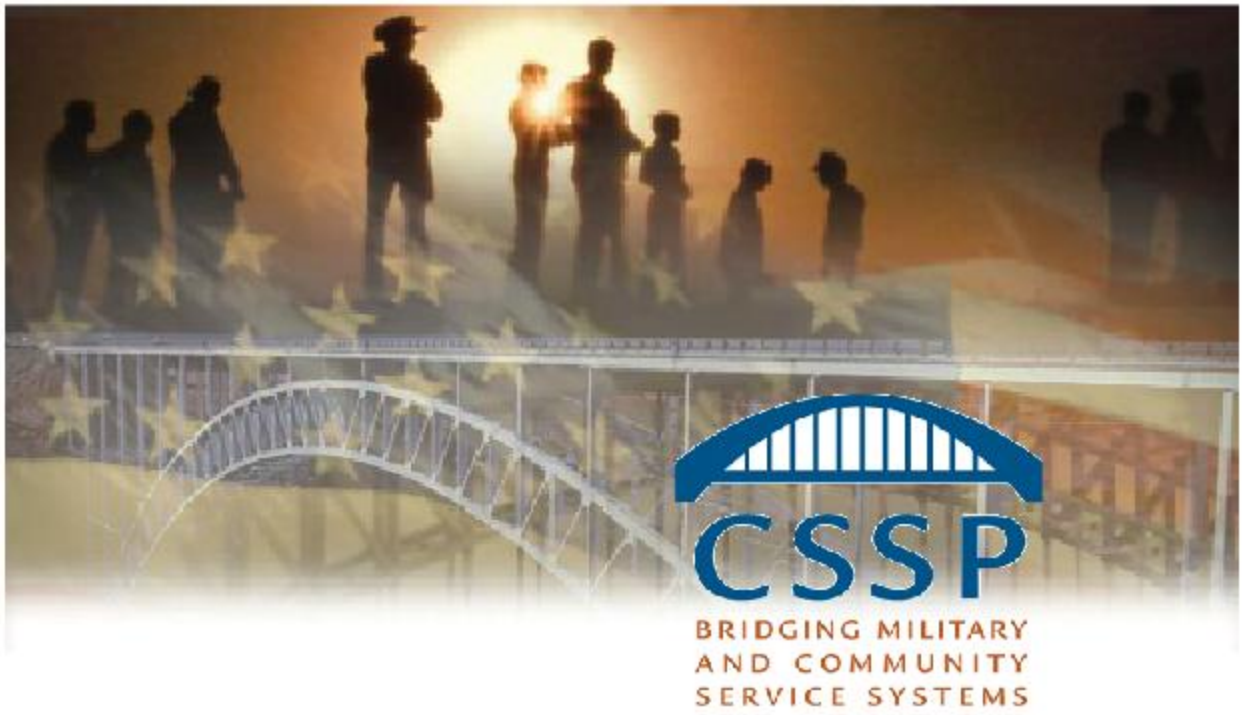




- Shorter piece from SHRM on understanding the issues, developing a business case, engaging leadership, assessing needs, and additional steps
- Appendix contains some “how to” guides and identifies additional resources
- http://www.shrm.org/TemplatesTools/Toolkits/Documents/12-0177%20Behind_the_Lines_Toolkit_FNL.pdf

CSSP BRIDGING MILITARY AND COMMUNITY SERVICE SYSTEMS

Home About Us Help Courses



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