Meeting Overview

Welcome and Review of Agenda
David Hiller, President and CEO, Robert R. McCormick Foundation

Lightning Round

Member Presentations
Finding Veterans
Military-to-Civilian Skills Translation
Establishing Peer Support/Advisory Groups

Discussion of Working Group Goals and Action Plan
Amy Sherman, Associate VP for Policy and Strategic Alliances, Council for Adult and Experiential Learning (CAEL)

Open Mic Time
Kirsten Carroll, Vice President, Policy, Civic Committee

Next Steps and Future Meetings
David Hiller, President and CEO, Robert R. McCormick Foundation
MEMBER PRESENTATIONS
FINDING VETERANS

Rupali Deshmukh, Accenture
Military candidate sourcing avenues
4 Major Sourcing Categories

- Databases
- LinkedIn
- Events
- Organizations

Military sourcing
Interconnected functionalities

- Organizations
- Events
- Databases
Interconnected functionalities (cont.)

- **Recruit military**
  - Career fairs
  - Job postings
  - Resume searches

- **H2H**
  - Career fair
  - Job Postings
  - Resume searches

- **Cleared connections**
  - Career fairs
  - Job postings
  - Resume searches
Databases/Events
Paid databases

http://recruitmilitary.com/
http://www.military.com/veteran-jobs
http://mbaveterans.com/2013-conference (Limited time resume access)
http://sacc-jobfair.com/
http://www.clearedconnections.com/Default.htm
Free of cost

https://illinoisjoblink.illinois.gov/ada/ (Civilian and military candidates)

https://h2h.jobs/
Events

Countrywide

- Hero 2 Hired (Free)
- Hiring our heroes (Free)
- 100,000 hiring (Free)
- Recruitmilitary

Localized (1-4 locations)

- MBA Veterans Conference (Chicago only)
- SACC
- Military-Mojo
Military friendly organizations
<table>
<thead>
<tr>
<th>Government organizations</th>
<th>Private</th>
<th>Alumni</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Chamber of commerce</td>
<td>• Wounded warrior</td>
<td>• Marine 4 Life</td>
</tr>
<tr>
<td>• State – IDES, VA</td>
<td>• 100,000 hiring-vtx.jobs</td>
<td>• Navy alumni association</td>
</tr>
<tr>
<td></td>
<td>• Lonestar veterans association</td>
<td>• Student veterans of America (SVA)</td>
</tr>
</tbody>
</table>
Why special mention for LinkedIn?

*Not the strongest military candidate sourcing tool.*

- Military Officers Association of America (MOAA) Career Networking
- Veterans Hired
- US Military Veterans Network
- USAF Veterans
- Semper Fi Network - United States Marine Veterans - USMC
Questions ?
Additional examples

- Warrior Integration Program for Wounded Warriors

- Military Human Resources (MHR) group
- 100,000 Jobs Mission
Things to consider

• Hire veterans as recruiters

• Leverage veteran referral opportunities

• Attend Chamber events

• Encourage leadership involvement

• Leverage collaboration and networking with other firms

MILITARY-TO-CIVILIAN SKILLS TRANSLATION

Bruce Watts, IIT
Tony Stamper, AT&T
Skills Translation at Multiple Levels

• Functional skills

• Roles/job titles

• Intangibles
AT&T Military Veteran Talent Attraction Resources and Programs

October 2013
Military

• AT&T is an Employer of Choice for Veterans
• 5,000 Veteran Hire Commitment
• Promoting AT&T’s Jobs to Veterans
• Online Career Tools for Veterans
• 100,000 Jobs Mission & Veterans Talent Exchange
• Recognition
• Learn More
AT&T as a Military Friendly Employer

- 100 years of support for our military
- Careers Presence at the US Olympics Warrior Games
- Placed jobs flyers at military base calling centers
- Causes.com campaign to benefit Wounded Warrior Project
- AT&T ‘Love a Vet’ YouTube campaign
- First-ever AT&T Veteran Hackathon
AT&T Veterans Employee Resource Group

- 30 years of serving those who serve our Country
- Supported by AT&T executive leadership
- Over 7,000 members nationwide
  - ~75% of members are Veterans themselves
- Emphasis on volunteerism
- 95 members awarded President’s Volunteer Service Award in 2012
- Volunteer projects focus on the Military and Veteran communities
- Members serve as recruitment ambassadors to translate military experience for our civilian recruiters and represent at veteran career fairs nationwide.
Focus on Service-Disabled Veteran Owned Businesses

- Goal: 1.5% of supplier spend in 2013
- Annual execution of Operation Hand Salute
  - 15 Week Entrepreneurial Leadership Program at JFK University
  - Aimed at training our suppliers on how to successfully grow their businesses
  - Coaching and Mentoring from AT&T Business Leaders and Fast Pitch/Shark Tank sessions from AT&T leadership and other CEOs
AT&T Veteran Hire Commitment

5,000 Veterans in 5 years

On April 30, 2013, in response to a challenge from the First Lady, AT&T made a public commitment to hire 5,000 veterans and military spouses over the next 5 years.

“For many veterans, finding and succeeding in a new career provides a challenge unlike any faced while serving our country.”

ANTONIO MONTENEGRO
Senior Specialist – Network Planning Engineer
Promoting AT&T’s Career Opportunities to Veterans

**Advertising**
- Online advertising on dozens of veteran career sites
- Print Advertising
- Organic media and PR coverage

**Networking**
- Veterans Service Organizations
- Government veteran agencies
- Careers for Veterans Job Search Advisor program
- Social Media

**Events**
- Traditional and Virtual Veteran Career Fairs
- Specialized hiring events for student veterans and JMOs
- Employer Conferences
AT&T Military Career Site

www.att.jobs/military

- Demonstrates commitment to employing veterans
- Link to military skills translator
- Testimonials from AT&T veteran employees
- Link to Careers for Veterans Talent Network and Job Search Advisor Program
Military Skills Translator

Veterans can search for AT&T job opportunities using their military occupational job codes

www.att.jobs/MOS
Careers for Veterans Job Search Advisor Program

http://veterans.att.jobs

Almost 3,000 transitioning veteran job seekers participated in the program in 2013 (8,000 total since 2011)

200 AT&T Veterans served as job search advisors
100,000 Jobs Mission

• AT&T one of 11 founding members
  • Coalition has grown to 109 employers
• Goal to hire 100,000 veterans by 2020
  • As of June, collectively hired 77,000+ veterans
• AT&T leads best practice sharing
• We sponsor technology to power candidate registration at events
• Leading the Veteran Talent Exchange, a shared database for coalition members to refer veteran candidates. Check it out at www.vtx.jobs
100,000 Jobs Mission Veteran Talent Exchange

- Talent sharing database for 100,000 Jobs Mission Member Employers
Recognition

• Increased visibility within the veteran job seeker community
• Exponential increase in veteran applicants and hires
• We are sought out by other employers and the media to share best practices
• Consistently ranked as Military Friendly Employer by GI Jobs and Military Times
Learn More

• AT&T Military Careers: [www.att.jobs/military](http://www.att.jobs/military)
• AT&T Military Skills Translator: [www.att.jobs/MOS](http://www.att.jobs/MOS)
• AT&T Careers for Veterans [http://veterans.att.jobs](http://veterans.att.jobs)
• AT&T Veterans Employee Resource Group [http://attveterans.org/](http://attveterans.org/)
Any questions?
rachel.book@att.com
Additional example: Walmart

http://walmartcareerswithamission.com
Additional example: General Electric

Bridging the Advanced Manufacturing Skills Gap
Starting with Veterans

http://www.ge.com/careers/culture/us-veterans
Things to consider

• Utilize online skills translators to understand skills associated with specific military occupations
  • http://www.careerinfonet.org/MOC//

• Ask veterans to (voluntarily) submit the official narrative that accompanies their military awards and decorations

• Invest in encouraging individuals throughout the organization to learn more about veterans’ skills

• Expose veterans to a broad array of business functions and work roles

ESTABLISHING PEER SUPPORT/ADVISORY GROUPS

Gretchen Nester, Kellogg School of Management
Building a community of veterans within KSM
KSM: Potential Veteran Populations

- KSM identified five possible populations with a focus of engaging veterans
• Initial Focus: leverage the work in regards to community building that our student-run Kellogg Veterans Association (KVA) had already completed.

• Leverage Established Contacts & Processes:
  • Admissions process – insights, points of contacts by branch, “sofas for soldiers”
  • Acceptance and beyond - financial aid, scholarship, academic rigor
  • Internships – blogs
  • Moving into the civilian workforce – building the alumni network
KSM: Expanded Community Building

- Host Veteran’s Day Event to identify key stakeholders in our other populations:
  - Faculty, Administrative Team, Alumni, Corporate Partners and Organizations
  - Identify common interests and concerns within the entire Kellogg School of Management
Questions
Additional examples

- Honoring Our Nation’s finest with Opportunity and Respect (HONOR)
- http://www.sodexohiresheroes.com/

- Ernst and Young Veterans Network
Things to consider

• Create a veterans mentorship program

• Name an executive-level champion for a veterans advisory group

• Leverage existing internal resources, such as diversity and inclusiveness initiatives