Why Veterans and How Do they Help Your Team?

John Nettles – Pine Belt Communications
Izzy Abbass – Trilogy Networks
Kelley Dunne – Novation Enterprises & W4W
Why Hire Veterans?

1. Not only attracts a desirable workforce but also a dependable workforce
2. Veterans in your workforce can positively impact the rest of your team
3. Beneficial to your bottom line with Tax Credits and GI Bill Apprenticeships
4. It’s key to our DNA as an Industry
“We don’t simply hire veterans because they need jobs – they’re great employees!”
Angel Ramos, Army
Talent Acquisition – Windstream Communications

“I get calls all the time from companies that have hired one Veteran and then want more and more – companies like having a dependable workforce.”
Kelley Dunne, Army and CEO Novation Enterprises

‘The military service member is inherently suited for this industry because of discipline, motivation and ability to adapt and overcome.’
James “Jay” Cutler
Air Force
Director of Emerging Markets and Partner Development, Airwavz Solutions
So what does the military actually do?

Protect the US and our interests around the world
- 800 bases outside the US
- Continual fleet presence in the Atlantic, Indian and Pacific Oceans
- Military personnel in 160 countries

Disaster relief and medical assistance
Law enforcement and emergency rescue
Policing volatile areas (UN Forces)
Scientific Research
Track Space Junk
Major • and Minor • US Military Installations (Publicly Known)

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For exact location details, see:
http://www.millennium-ark.net/News_Files/Military/Mil_Install.html
For Comparison

- Englewood CO – 34,050
- Colorado – 5.4 Million
- US – 328 Million

What’s your guess on the size of the military?
THE US MILITARY TODAY

• Size
  – Army 473,543
  – Marines 182,954
  – Navy 338,927
  – Air Force 332,136
  – Coast Guard *41,662

Total of 1,369,292

* - Coast Guard on DHS unless deployed
** - Space Force not yet broken out from Air Force
Numbers as of May 31, 2020
Three parts to the Military

- Active Duty, National Guard and Reserves
- All 5 Branches have Reserve Components
- National Guard has Army and Air Units
- Military is comprised of three types of personnel – Officers, Warrants and Enlisted

- Officers make up 10-20% of forces
- Highly Educated Force
WHAT ARE MILITARY TRAITS

- Accelerated Learning Curve – Pressured Adaptation
- Leadership – Focus at all levels of the service
- Diversity and Inclusion – Broad Cross Section
- Teamwork – Dependable and Depending-On mentality
- Performance Under Pressure – Limited Resources and tight Schedules
- Loyalty – Show them you have their back, they’ll have yours
- Procedural – Systems Exist for a Reason
- Technology and Globalization – Not just buzz words
- Conscious of Health & Safety – Another Focus
Many Veteran “Friendly” companies go by MOS

Military Occupational Skill

Unfortunately, they only tell a sliver of what the Veteran Offers

MOS doesn’t capture leadership, communication ability or ability to function effectively as part of the team
Traits Desired in Employees

Graduate Management Admissions Council Annual Survey

Low Attractiveness, High Need for Developing

- People Management
- Decision Making
- Cultural Sensitivity
- Technological Skills
- Ethical Conduct
- Work Ethic
- Imitative/Risk Taking

High Attractiveness, High Need Developing

- Leadership Skills
- Written Communications
- Oral Communications
- Implementing Skills
- Problem Solving Skills
- Quantitative Skills
- Analytical Thinking
- Information Integration
- Interpersonal Skills
- Strategic thinking

Low Attractiveness, Low Need for Developing

- Leadership Skills
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- Analytical Thinking
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- Interpersonal Skills
- Strategic thinking

How Hard Are They to Find (Commonality)

10% 20% 30% 40% 50% 60% 70% 80% 90%

We want them (High Attractiveness)
VETERAN FRIENDLY
VS
VETERAN SUPPORTIVE
5 Tips to Make your company Veteran Supportive

1. Create a Veteran Employee Resource Group
2. Create a Veteran landing page on your existing Web Site.
3. Provide an introduction to Military Culture Training to Managers and HR Personnel
4. Celebrate Branch Birthdays
   - Army – June 14th
   - Navy – October 13th
   - Marines – Nov 10th
   - Coast Guard – August 4th
   - Air Force – September 18th
5. Connect and Cooperate with local Veteran Service Organizations in your area.

And recognize the entire SMVF Community (Service Members, Veterans and Families)
Tax Advantage of Hiring a Veteran – up to $9,600

The Work Opportunity Tax Credit (WOTC) is a Federal tax credit available to employers for hiring individuals from certain targeted groups who have consistently faced significant barriers to employment. This includes qualified Veterans.

- A member of a family receiving assistance under the Supplemental Nutrition Assistance Program (SNAP) (food stamps) for at least 3 months during the first 15 months of employment.
- **Unemployed for a period totaling at least 4 weeks (whether or not consecutive) but less than 6 months in the 1-year period ending on the hiring date.**
- Unemployed for a period totaling at least 6 months (whether or not consecutive) in the 1-year period ending on the hiring date.
- A disabled veteran entitled to compensation for a service-connected disability hired not more than one year after being discharged or released from active duty in the U.S. Armed Forces.
- **A disabled veteran entitled to compensation for a service-connected disability who is unemployed for a period totaling at least six months (whether or not consecutive) in the one-year period ending on the hiring date.**
TIRAP - Telecommunications Industry Registered Apprenticeship Program
• Apprentice track Veterans able to use GI Bill to augment salaries from telecom companies
• Under WIA

Warriors 4 Wireless
• No cost to Veterans and certified for Tower Climbing in two weeks
• Trained and placed over 3,000 Veterans over last 8 years
Thank You.

John Nettles
O: (334) 385-5001
John@pinebelt.net

Izzy Abbass
O: (303) 522-3943
iabbass@trilogynet.com

Kelley Dunne
O: (703) 851-7588
kdunne@novationmail.com