



MINNESOTA
CHAMBER *of*
COMMERCE

HIRING MN HEROES

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Minnesota employers need skilled workers. Military veterans need jobs. **WE'LL HELP YOU MAKE THE CONNECTION.**

Military veterans bring desirable skills to the workplace

ACCELERATED LEARNING CURVE SELFLESS SERVICE LEADERSHIP
RESPECT FOR PROCEDURES RESILIENCE PERFORMANCE UNDER PRESSURE

WHY SHOULD YOU HIRE MILITARY VETERANS?

Military veterans will make a difference at your company. Employers sometimes think military experience is narrow or not easily transferred to a business setting. In fact, veterans have a remarkable range of competencies and abilities of great potential value to an organization; **over 80 percent of military positions have a direct correlation to civilian jobs.** This program will work to change perceptions within the business community.

THE TALENT

More than 300,000 are leaving active military duty each year through 2017. Their talents and leadership experiences bridge the entire spectrum of knowledge, skills and abilities. Once on the job, veterans out-earn nonveterans due to performance leadership.

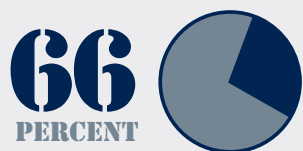
Far too many new veterans of recent conflicts are increasingly discouraged in their pursuit of a job. In many regions of Greater Minnesota, 15 percent to 25 percent of the veteran population between ages 18 and 34 go through an extended and frustrating search. These veterans are highly motivated and want to work.

The first steps to starting a veterans hiring program:

- Commit to a goal of hiring at least one veteran in the near term.
- Identify what jobs you have available.
- Identify those resources, like us, that can link you to veterans seeking work.
- Create a network to support veterans at your company.
- Celebrate the contributions of veterans during appropriate times of the year: Memorial Day, Fourth of July, Veterans Day.

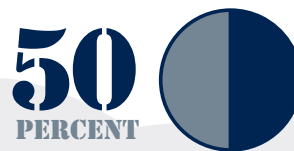
OVERALL,

new veterans find it's difficult to find work immediately after separating from the military.



of those employed (working full- or part-time), say it's at least somewhat difficult to find work after separation.

Source: *Military to Civilian Transition Study 2013* www.militarybenefit.org



of those recently separated from the U.S. military and currently unemployed have not had a full- or part-time job since separating.

DID YOU KNOW?

The military has over

6,500

job positions across more than

100+ FUNCTIONAL AREAS

and over 80% of these jobs have a direct civilian equivalent.

CONSTRUCTION

CONTRACTING/PURCHASING

CROSS CULTURAL SPECIALISTS

DOCTORS

ENGINEERS

FINANCE/ACCOUNTING

FOOD SERVICE

HR-TRAINING/RECRUITING

HVAC

IT

LAWYERS

MATERIAL HANDLING

MECHANICS

MEDICAL SPECIALTIES

NURSES

PILOTS

PLUMBERS

POLICE/SECURITY

POSTAL OPERATIONS

SATELLITE OPERATORS

SUPPLY CHAIN MANAGEMENT

TELECOMMUNICATIONS

TRANSPORTATION

WELDERS

OUR PROGRAM'S FOCUS

We will help employers develop and implement programs to hire veterans. We encourage you to initially focus on veterans who served in Iraq and Afghanistan. Far too many veterans of recent conflicts are increasingly discouraged and frustrated in their search for a job.

WE'LL MAKE THE CONNECTION

The Minnesota Chamber has the statewide network to identify companies having difficulty filling jobs. We'll identify and connect you with those resources that can link you to veterans seeking work. Employers can search for qualified candidates at no cost: www.ResumeEngine.org

COMPLYING WITH FEDERAL LAW

Under a law enacted in March 2014, **veterans must represent at least 7 percent of the new hires by any company that has a federal government contract exceeding \$100,000.** We have strategies that will help you comply.

ADDITIONAL RESOURCES

A free guide to hiring veterans and military spouses. www.employerroadmap.org

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