

**DAV**<sup>®</sup>

**FULFILLING OUR PROMISES**  
TO THE MEN AND WOMEN WHO SERVED

[jobs.dav.org](http://jobs.dav.org)



# Program Overview

# Program Overview

The National Employment Department consists of 4 employees:

- **Jeff Hall**, National Employment Director
- **Rob Lougee**, Assistant National Employment Director
- **Mary Langguth**, Employment Specialist
- **Jessica Breeze**, Assistant to the National Employment Director

Our team is committed to our mission of helping active duty, Guard & reserve component members, veterans and their spouses secure meaningful employment through the creation and use of a cadre of tools and resources:

- Working directly with veterans & employers
- Working directly with VA VR&E, DOL, and other government agencies
- Working directly with DVOPS, LVERS & workforce agencies
- Career fairs & other outreach efforts
- Employment Resources webpage



# Employment Resources

# Employment Resources

## Employment Resources

Home > Veterans > Employment Resources

### National Employment Program



The journey from injury to recovery is not complete until a veteran is able to find meaning in his or her life. For those who are able, that means getting back to work to care for their families. As the nation winds down from more than a decade of war, thousands are making the transition

from military to civilian life.

DAV is committed to ensuring that the men and women who stood up for America have the tools, resources and opportunities they need to competitively enter the job market and secure meaningful employment. DAV recognizes the value, talent, education and work ethics that veterans add to the workforce. Through our partnerships with **RecruitMilitary** and **Veteran Recruiting**, DAV will sponsor career fairs including virtual events, to connect veterans with employers nationwide who are committed to hiring them.

For additional information or inquiries, please email.

CAREER FAIRS

FOR VETERANS

FOR EMPLOYERS

HIRING GUIDE



NATIONAL COMMANDER'S AWARDS  
NOMINATE A BUSINESS THAT PUTS VETERANS FIRST

- Newly revamped employment website
- Expanded to add more tools for veterans and employers
- Currently averaging more than 8,500 monthly pageviews

# Employment Resources

For Veterans

Home > Veterans > Employment Resources > For Veterans

DAV's employment program connects transitioning active duty, Guard and Reserve members, veterans and their spouses with employers. There is no fee for the services we provide to you, and by registering with us you will receive updates on employment related news, and be accessible to employers who are seeking your talent.

[REGISTER](#)

Employers with Career Opportunities

First Data. BlueLine Rental. Davita. TRAVELERS. Smithfield. CADENCE. FedEx Ground. WESTON. ib. HEARST television. SCOTT ELECTRIC. windstream. Trace. Sabre. Johnson Controls. military. [View more employers](#)

[+ FAQ's](#)  
[+ Videos and Webinars](#)  
[+ Share Your Story](#)  
[+ Civilian Resume Writing Tips](#)

**Veterans Job Search**  
Find A Job

Keywords

Location

[SEARCH](#)

Powered by RecruitMilitary

**Find a DAV Office in Your Area**  
Enter Your Zip Code  [GO](#)

Outside of The US?  
Your Local DAV National Service Officer (NSO) will help you file a claim and stick with you all through the process, because no veteran should have to go at it alone.  
All services provided by NSOs are free of charge.

**Veteran Programs & Resources**  
TVCA

## The “For Veterans” section contains:

- Veterans Job Search board with nearly 200,000 jobs available
- Links to company specific career opportunities
- Resources such as videos, resume writing tips and other information

# Employment Resources


**For Employers**

Home > Veterans > Employment Resources > For Employers

DAV's employment program connects employers with military veterans and their spouses seeking meaningful employment opportunities. We have access to one of America's largest database of military veterans and spouses, and can assist your company with finding highly qualified candidates. Please register to be contacted by a DAV representative.

[REGISTER](#)

**+ Hiring Guide**

 More and more employers are stepping up to hire veterans with disabilities. The nearly 4 million veterans with a service-connected disability are among the most resilient members of society, having served in the military and overcome diversity. [View more information.](#)

**+ Recognition**

**+ Hiring Challenge**

**+ Featured Employer**

**+ Work Opportunity Tax Credit**

The “**For Employers**” section contains links for:

- The newly launched “DAV Guide to Hiring & Retaining Veterans with Disabilities”
- Recognition – Outstanding Employer of the Year award information
- Other employer-centric information

# Employment Resources

Career Fairs

Home > Veterans > Employment Resources > Career Fairs

**ALL VETERANS CAREER FAIRS**

Event	Date
<b>Virtual</b>	02/27/18
San Diego, CA	03/01/18
New Orleans, LA	03/01/18
Dallas, TX	03/01/18
Houston, TX	03/08/18
New York, NY	03/08/18
San Jose, CA	03/08/18
Fort Bragg, NC	03/21/18
Fort Bragg, NC	03/22/18
Philadelphia, PA	03/22/18
Kansas City, MO	03/22/18
Fort Hood, TX	03/22/18
<b>Virtual</b>	03/27/18
Columbus, OH	03/29/18
Pittsburgh, PA	03/29/18
Huntsville, WV	03/29/18
Washington, DC	03/29/18

\*Please click on the event(s) above to register.

[DOWNLOAD FULL 2018 SCHEDULE](#)

The Employment Assistance You Need... for Any Time or Transition!

Download the free DOL Employment Workshop eBook today to get started.

For more information, visit [VETERANS.GOV](http://VETERANS.GOV)

Strategic Partners

[RECRUIT MILITARY](#) [VR VETERAN RECRUITING](#)

The “Career Fairs” section contains links for:

- DAV sponsored traditional & virtual career fairs, including a downloadable full schedule for the year
- Featured employers & resources



# Career Fairs

# Career Fairs



ALL VETERANS CAREER FAIR



**JULY 14**  
**11 AM - 3 PM**

Chaifetz Arena at  
St. Louis University  
1 South Compton Ave.  
St. Louis, MO 63103

St. Louis, MO

DAV's employment program connects transitioning active-duty, Guard and Reserve members, veterans and their spouses with high-quality employers.

For more details and to register for the event, visit:  
**JOBS.DAV.ORG**



FULLFILLING OUR PROMISES  
TO THE MEN AND WOMEN WHO SERVED

VETERAN  
RECRUITING



**AUGUST 16** 1 - 3 pm

For more details on employers and to register for the event, [click here.](#)

All of our sponsored career fairs are promoted on social network/media outlets including:

- Facebook
- Twitter
- LinkedIn

Be sure to help us by sharing our posts whenever you see them

# Career Fairs

## 2018 Schedule

### 150 Career Fairs

80 attended events  
 46 non-attended "kiosk" events  
 24 virtual events

### Veteran Recruitment Center

Veterans and employers have  
 24 hour access

**jobs.dav.org**

**ALL VETERANS CAREER FAIRS**

**2018**

**JANUARY**  
 5 San Antonio, TX  
 11 Tampa, FL  
 18 McChord, WA  
 18 Sacramento, CA  
 23 Virtual  
 23 Virtual  
 25 Oklahoma City, OK  
 25 Raleigh, NC

**FEBRUARY**  
 1 Atlanta, GA  
 1 Riverside, CA  
 8 Baltimore, MD  
 8 Nashville, TN  
 15 Phoenix, AZ  
 15 Richmond, VA  
 15 Jacksonville, FL  
 20 Virtual  
 27 Virtual

**MARCH**  
 1 San Diego, CA  
 1 New Orleans, LA  
 1 Dallas, TX  
 8 Houston, TX  
 8 New York, NY  
 8 San Jose, CA  
 21 Fort Bragg, NC  
 22 Fort Bragg, NC  
 22 Philadelphia, PA  
 22 Kansas City, MO  
 22 Fort Hood, TX  
 22 Virtual  
 29 Columbus, OH  
 29 Pittsburgh, PA  
 29 Huntsville, WV  
 29 Washington, DC

**APRIL**  
 5 Ft. Lee, VA  
 5 Austin, TX  
 5 Boston, MA  
 10 Virtual  
 12 Ft. Stewart, GA  
 12 Tulsa, OK  
 17 Virtual  
 19 Denver, CO  
 19 Chicago, IL  
 19 Orlando, FL  
 26 Los Angeles, CA  
 26 Ft. Bliss, TX  
 26 Minneapolis, MN

**MAY**  
 3 Charlotte, NC  
 3 Oakland, CA  
 10 Omaha, NE  
 10 Dallas, TX  
 10 Portland, OR  
 15 Virtual  
 15 Norfolk, VA  
 17 San Antonio, TX  
 17 Milwaukee, WI  
 17 Fort Walton Beach, FL  
 23 Virtual  
 24 New York, NY  
 24 Cincinnati, OH  
 24 Seattle, WA  
 30 Virtual  
 31 Baltimore, MD  
 31 Colorado Springs, CO

**JUNE**  
 7 Phoenix, AZ  
 7 Houston, TX  
 13 Virtual  
 13 Fort Bragg, NC  
 14 Fort Bragg, NC  
 14 Detroit, MI  
 14 Camp Pendleton, CA  
 21 Washington, DC  
 21 Albany, GA  
 21 Fort Knox, KY  
 26 Virtual

**JULY**  
 10 Virtual  
 12 Indianapolis, IN  
 12 St. Louis, MO  
 12 Pittsburgh, PA  
 19 Sacramento, CA  
 19 Tampa, FL  
 24 Virtual  
 25 Virtual  
 26 McChord, WA  
 26 Fort Hood, TX  
 26 Dayton, OH

**AUGUST**  
 2 San Diego, CA  
 2 New Orleans, LA  
 9 Fort Stewart, GA  
 9 Philadelphia, PA  
 14 Virtual  
 16 Birmingham, AL  
 16 Raleigh, NC  
 16 Minneapolis, MN  
 23 Denver, CO  
 23 Dallas, TX  
 23 Richmond, VA  
 23 Boston, MA  
 30 Cleveland, OH  
 30 San Antonio, TX

**SEPTEMBER**  
 6 Miami, FL  
 6 Houston, TX  
 11 Virtual  
 13 Nashville, TN  
 13 New York, NY  
 13 Fort Riley, KS  
 19 Virtual  
 20 Fort Rucker, TX  
 20 Phoenix, AZ  
 20 Columbia, SC  
 25 Virtual  
 27 Cincinnati, OH  
 27 Salt Lake City, UT  
 27 Milwaukee, WI

**OCTOBER**  
 4 Camp Pendleton, CA  
 4 Atlanta, GA  
 4 San Francisco, CA  
 4 Chicago, IL  
 11 Baltimore, MD  
 11 Austin, TX  
 16 Virtual  
 17 Virtual  
 18 Pittsburgh, PA  
 18 Oklahoma City, OK  
 18 Riverside, CA  
 25 McChord, WA  
 25 Charlotte, NC

**NOVEMBER**  
 1 Colorado Springs, CO  
 1 Los Angeles, CA  
 1 Columbus, OH  
 1 Norfolk, VA  
 1 Virtual  
 7 Fort Bragg, NC  
 8 Washington, DC  
 8 St. Louis, MO  
 8 Philadelphia, PA  
 15 Philadelphia, PA  
 15 Detroit, MI  
 15 Dallas, TX  
 20 Virtual  
 29 San Diego, CA  
 29 Houston, TX  
 29 Jacksonville, FL  
 29 Virtual

**DECEMBER**  
 5 Fort Hood, TX  
 6 Indianapolis, IN  
 6 Las Vegas, NV  
 6 Seattle, WA  
 11 Virtual  
 13 Orlando, FL  
 13 Louisville, KY

CONTACT US: 877.426.2838 Ext. 2055 | [employment@dav.org](mailto:employment@dav.org)

# Career Fairs

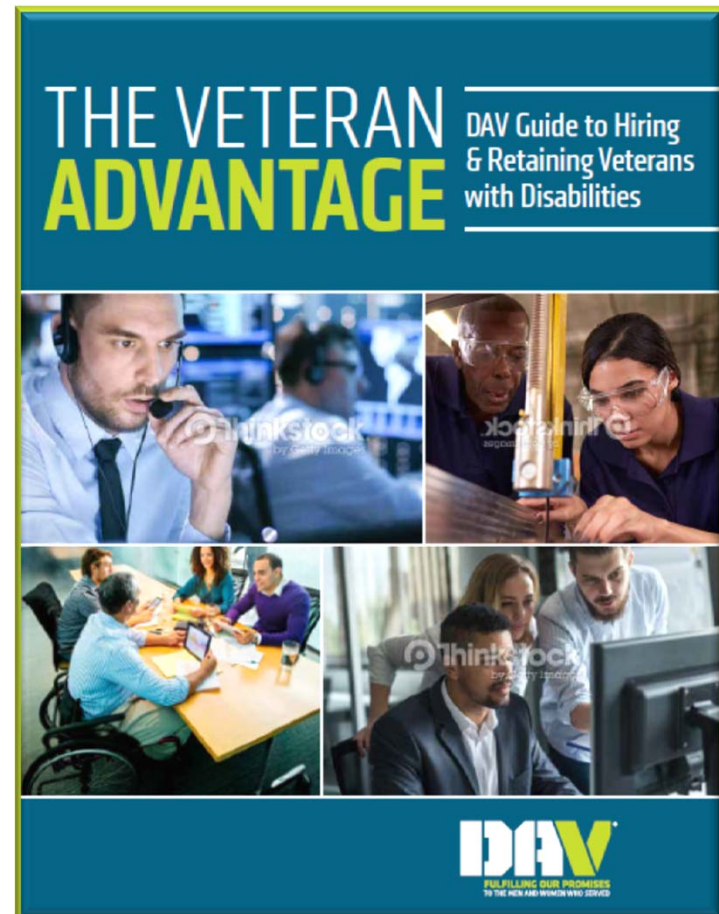
Since July 2014 the stats from our DAV sponsored career fairs and the Veteran Recruitment Center are:

<b>Career Fairs</b>	-	<b>388</b>
<b>Attendees</b>	-	<b>144,214</b>
<b>Exhibitors</b>	-	<b>20,163</b>
<b>DAV Interviews</b>	-	<b>64,245</b>
<b>Job Offers Extended</b>	-	<b>65,082</b>

# Hiring Guide

# Hiring Guide

- Our guide is a practical, solutions based booklet to help employers navigate the often-unclear terrain of recruiting, hiring and retaining veterans with disabilities.
- What makes this a must-have resource for employers is that it explains the benefits of hiring veterans and focuses on solutions, approaches and best-practices.



# Hiring Guide

San Johnson  
Veteran

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## CHAPTER 1

### HIRING VETERANS WITH DISABILITIES—VALUABLE ADDITIONS TO YOUR WORKFORCE

Disabilities are part of the human experience and quite common. An estimated 20 percent of adults in the United States have some type of disability.<sup>1</sup> There are numerous types and levels of severity for disabilities. At the same time, a disability is simply a characteristic that should not define an individual.

**Three things to keep top of mind when hiring veterans with disabilities:**

1. Seeing the country as a point of pride and honor for veterans, most identify as a veteran first and then as a veteran with a disability.
2. It is important to expect the same level of performance from all employees, regardless of age, disability, gender or ethnicity.
3. Accommodations for employees with disabilities come without costs in most cases and with minimal expenses for most others.

**Disabilities are mostly unseen**  
The causes of disability vary greatly, but more than 70 percent of all disabilities are not visible or obvious.

Not all disabilities impact work performance. For some veterans with limited, hearing loss, post-traumatic stress disorder (PTSD) or other service-connected injuries, the effects of their injury do not significantly alter their ability to contribute as professionals.

**Veterans offer unique skills and experience**  
Through military service, most veterans have acquired several attributes and skills prized by employers. These include leadership skills, the ability to work within and across teams, a strong work ethic and character, and a structured approach to getting work done.<sup>2</sup>

Research points to several other attributes of military experience that make a strong case for hiring veterans.<sup>3</sup> In the Business Case for Hiring a Veteran: Beyond the

Click the Institute for Veterans and Military Families

## CHAPTER 3

### STRATEGIES FOR RECRUITING AND HIRING VETERANS WITH DISABILITIES

If your organization wants to start, expand or fine-tune a veteran-hiring effort, be assured you don't have to go it alone or reinvent the wheel. Below you'll find seven best practices that employers often adopt to successfully launch and drive initiatives to hire veterans with disabilities.

1. **CEO and executive buy-in is vital for success.** Top leadership needs to embrace and champion such initiatives to achieve success. Buy-in from the top for veteran hiring sends a message throughout the organization, from vice presidents to hiring managers to frontline workers, that an initiative is important. Both executive and hiring manager sponsorship of veteran-hiring programs empowers everyone in the organization to participate in the effort. These champions can serve as key influencers to communicate the value of veterans, including veterans with disabilities, to your workforce. Top leadership endorsement assures resources get allocated to fulfill goals and ensure execution and follow-through. It's how organizations from Starbucks and Comcast NBCUniversal to small employers like Professional Solutions Delivered have been successful in their veteran-hiring initiatives.
2. **Drive an internal marketing campaign.** Get your own employees on board and in line with the campaign. Highlight the executive-level focus on the initiative (which is why it's crucial to have top leadership buy-in) and the value of hiring veterans with disabilities. Create an environment where veterans with disabilities feel valued.
3. **Establish enterprise-wide military hiring and retention goals.** In doing so, an organization sets goals, holds itself accountable and can monitor its performance. These goals are aspirational and motivating to your team, and allow for adjustment along the way. Organizations from Amazon, Starbucks and AT&T to many smaller companies have made enterprise-wide commitments to hiring veterans, including veterans with disabilities. In 2015, AT&T achieved its goal of hiring 10,000 veteran employees and doubled its commitment to hire 20,000 veterans by 2020.<sup>4</sup> In 2013, Starbucks committed to hiring 10,000 veterans and military spouses by November 2018. By March 2017, the company reached that goal, pledging to increase that number to 20,000 by 2020.
4. **Educate and train recruiting and hiring managers on veterans' skill sets, as well as the types of disabilities and how they do and do not impact the workplace.** Educate your team to understand the core components of veteran resumes and jobs. The more familiar recruiters and hiring managers become with interpreting resumes with military-related language and experiences, the more successful your screening process will be. Hiring managers should also emphasize the soft, non-technical skills that veterans bring to the workforce. If your organization's hiring team does not have

**Veterans can strengthen corporate culture**  
Jack Roush, founder and chairman of Roush Enterprises of Livonia, Michigan, has been a longtime supporter of the military. Yet it wasn't until Roush's automotive engineering, testing, prototyping and manufacturing company launched the Roush Veterans Initiative Program (RVIP) in 2014 that he and others at the firm

National Guard and Reserve companies. In addition to mentoring new employees and training managers and supervisors about working with

**A veteran-centric hiring process**  
Don't forget to make your job application process veteran-friendly. Make sure to mention on your website and recruiting materials that you support the hiring of veterans with disabilities. Provide contact information for a member of your team whom a veteran can reach out to directly with questions about the hiring process and how his or her military experience can translate to a job at your company. Ideally, this person should be a veteran.

**Comcast NBCUniversal: It starts at the top**  
Since its founding in 1963 by Ralph Roberts, a Navy veteran, Comcast has recognized the contribution of those who've served. In 2012, Comcast made a public two-year commitment to hire 2,000 veterans to its workforce—a goal it achieved early. After acquiring NBCUniversal in 2013, Comcast NBCUniversal made an impressive enterprise commitment: hire 10,000 veterans, including disabled veterans, by the end of 2017. "The company is on track," said Carol Egger, senior vice president of military and veteran affairs for Comcast NBCUniversal and a retired Army brigadier general. The 10,000 include veterans, those serving in the National Guard and Reserve, and military spouses. With about 280,000 service members transitioning out of the military each year, companies like Comcast NBCUniversal need it as a way to support veteran-hiring initiatives. The commitment goes beyond hiring to supporting and advancing military employees in their careers. Such efforts led the Department of Defense to award the company with the 2017 Secretary of Defense Employer Support Freedom Award, given to employers for supporting employees who serve in the National Guard and Reserve. "To succeed in reaching audacious goals, it starts with leadership. It's critical to have senior leadership involvement and support," said Egger. "It tells everyone that this is an important initiative of the company." The company designed Egger's position to report to the top executives of both divisions of the parent corporation—to the president and chief officer at Comcast and the president of operations and technology at NBCUniversal. Egger's team is primarily former service members and actively serving members of the National Guard and Reserve. Company officials have a strategic view of veteran hiring. By recruiting and retaining those with military experience, along with their can-do attitude and loyalty, the company is addressing a strategic necessity to retain staff. Comcast NBCUniversal offers a generous suite of benefits to military members, including annual paid time off for military training for National Guard and Reserve employees, along with a pay differential and continued benefits when they are called to full-time military service for extended training or deployments.

Carol Egger, Senior Vice President of Military and Veteran Affairs

Comcast NBCUniversal

- This free Guide is a living document available throughout [jobs.dav.org](http://jobs.dav.org), including its own dedicated landing page

# The Road Ahead

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## Improve Veteran Resources

- Continue expanding website, including resources for entrepreneurship and VSOB & SDVOSB
- Electronic Newsletter
- DAV | Hiring America televised employment program

## Improve Employer Engagement/Partnerships

- Aggressive marketing for the DAV Hiring Guide
- Speaking engagements / webinars
- Outstanding Employer of the Year award nominations

## Maximize Social Media/Network Engagement

- LinkedIn
- Twitter
- Facebook, including Facebook Live Streaming



# How Can You Help?

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Promote & share our website – [jobs.dav.org](http://jobs.dav.org)

Promote & share our **career fairs**

Promote our **DAV Hiring Guide** to employers

Tell people, **especially elected officials**, about our employment program, which is unmatched by any other VSO

Submit **Outstanding Employer of the Year** award nominations

Submit **Outstanding DVOPS & LVER** award nominations

**National Employment Department**

**(859)442.2055**

**[employment@dav.org](mailto:employment@dav.org)**



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2018 National Convention  
July 13th – July 17th  
Reno, Nevada

Jeffrey C. Hall  
National Employment Director

