


HVRP BEST PRACTICES: PARTNERING WITH EMPLOYERS

Engaging and partnering with employers is a key component of a successful Homeless Veterans' Reintegration Program (HVRP). Building relationships with employers increases employment opportunities for veterans in HVRP. These relationships can result in quicker transitions into the workforce for veterans exiting homelessness; greater awareness of military culture in the civilian workforce; and more frequent opportunities to address problems as veterans adjust to new workplace routines.

The Start of Something Big

The partnership between Jen Rivera, the Regional Human Resources Manager at Lanier, and Impact, an HVRP grantee in Philadelphia, has been strong for almost ten years. The relationship predates Jen's employment with Lanier when she worked with re-entry candidates and those with employment barriers at her previous company. Inspired by the many stories she heard from the employees with whom she worked, she continued to find opportunities to hire candidates with difficult barriers after moving to the private sector.

When Rivera started working for Lanier, they didn't have an existing program to work with re-entry or homeless veteran candidates. Remembering her prior connection with Impact, Jen leveraged her role in human resources to re-form the relationship and began hiring employees out of their HVRP and re-entry programs. Lanier has multiple locations with high turnover positions. To meet this continual need, Jen visits Impact on a monthly basis to interview and hire veterans and re-entry candidates. In this calendar year alone, she has hired more than 30 people from Impact's programs.



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A Win, Win, Win Situation

The ongoing partnership between Impact and Lanier benefits everyone involved. Lanier's openness to hiring candidates with barriers such as homeless status and a criminal background makes it easier for Impact to find employment for their veteran clients. Lanier gives its employees second chances in the event of bad attendance or poor performance, knowing that their employees are often coming out of tough circumstances and need time to adjust. The veterans benefit from this willingness to look past initial faults, and from the employment benefits they receive from Impact like transportation and work attire. Lanier benefits from having a steady stream of available job candidates, the tax credits it receives for hiring veterans, and support from Impact if a referred employee has difficulty adjusting to work.

Ongoing partnerships with employers are central to continually finding employment for homeless veterans and opening up opportunities for further employment in the future. Employers like Lanier or individual champions like Jen Rivera understand the challenges homeless veterans face and the contribution they bring to the workplace. When HVRPs work with employers who share their determination and commitment to help homeless veterans succeed, the result is improved outcomes for everyone involved. continue her journey and build a life of her own.



NVTAC's mission is to provide technical assistance and resources to grantees to support their efforts to employ veterans who are experiencing homelessness.

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