

# COMMUNITY OF PRACTICE

Employer Engagement and  
Partnership



# Meet Your Facilitators

---



## **Nicole LaCorte-Klein, MA, CRC**

Training Consultant at Atlas Research, Nicole brings years of experience providing job placement, vocational case management and direct service to individuals who are homeless. Nicole has provided technical assistance to HVRP, SSVF and other Veterans Administration staff for years, offering her experience as both direct service provider and trainer.



## **Cori Di Biase**

NVTAC Project Director at the Manhattan Strategy Group, Cori has provided services and consultation to support veterans and civilians in employment for more than twenty years. Cori prides himself on serving the staff and leaders who have dedicated themselves to serving our country.



## **Cindy Borden**

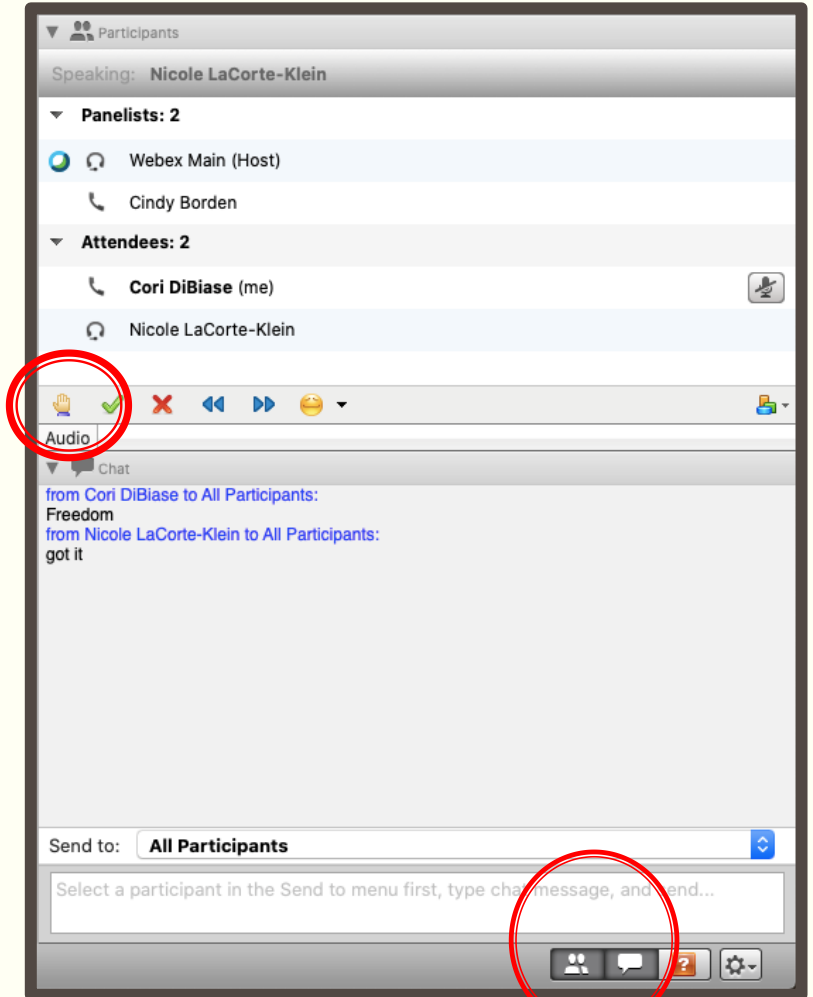
As the Director of Technical Assistance and Training for the National Coalition for Homeless Veterans (NCHV), Cindy conducts training, develops resources, and provides intensive coaching in program design and implementation to veteran service organizations. Cindy brings more than 20 years of experience in both direct service and technical assistance to help organizations increase capacity and improve services.



# We want to hear from you! Mac Version

If you have a question, and want to speak, **raise your hand** to get your mic unmuted.

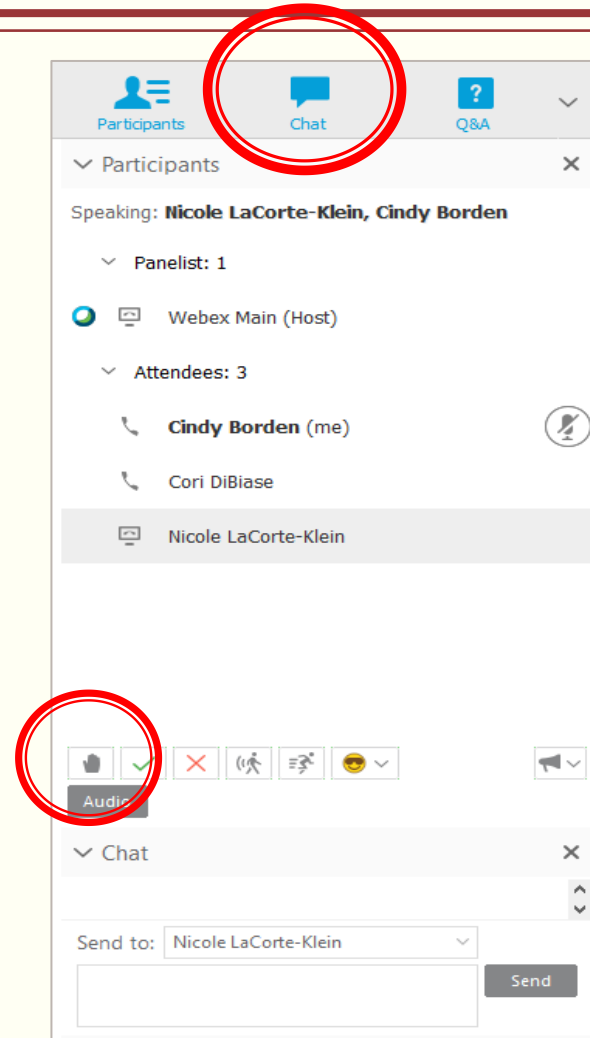
If you don't want to speak, **use the chat box** to share thoughts, question and observations with **all attendees!**



# We want to hear from you! – PC Version

If you have a question, and want to speak, **raise your hand** to get your mic unmuted.

If you don't want to speak, **use the chat box** to share thoughts, question and observations with **all attendees!**



# Career Development: a “Dual Customer” Approach

---

- Treating employers like a partner, and ensuring that they benefit from HVRP services, is essential to HVRP success.
- Not to prioritize employers over veterans – ideally, their priorities should align.
  - When you feel like you have to ‘choose’ between the needs of the veteran and the needs of the employer, there is likely a deeper problem.
- Strong employer services lead to employer partnerships, and numerous additional benefits to the employer, HVRP, and the veterans you serve.



# Engaging Employers

---

- Are you aware of the hiring needs of employers in your community?
  - Where do you find this information?
- How do you use training – including on the job training – to better meet the skill needs of the employers you serve?
- Does your HVRP use apprenticeships as a career development tool?

# Employer Partnerships

---

- What services do you provide to employers, over and above connections to skilled veteran candidates?
- How do your strongest employer partners support you and the veterans you serve?
  - Do employers volunteer for other aspects of HVRP?

# Addressing Barriers

---

- How do you support veterans to discuss potential barriers with employers?
  - Prior incarceration, disability, etc.?
- What steps are taken with or by employers to address and overcome potential barriers to career success?



# Retention and Career Development

---

- What services and support do you provide to the employer and/or the veteran after placement?
- Do employers contact you for support after placement?
- How do you support *career development*, before, during, and after placement?

---

---

**E-mail questions to:**

[contact@nvtac.org](mailto:contact@nvtac.org)

**Continue the conversation at:**

[nvtac.org/nvtac-knowledge-network/](https://nvtac.org/nvtac-knowledge-network/)

