

VIRTUAL LEARNING CLASSROOM

Session 6: Matching Veterans to
Jobs and Careers



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

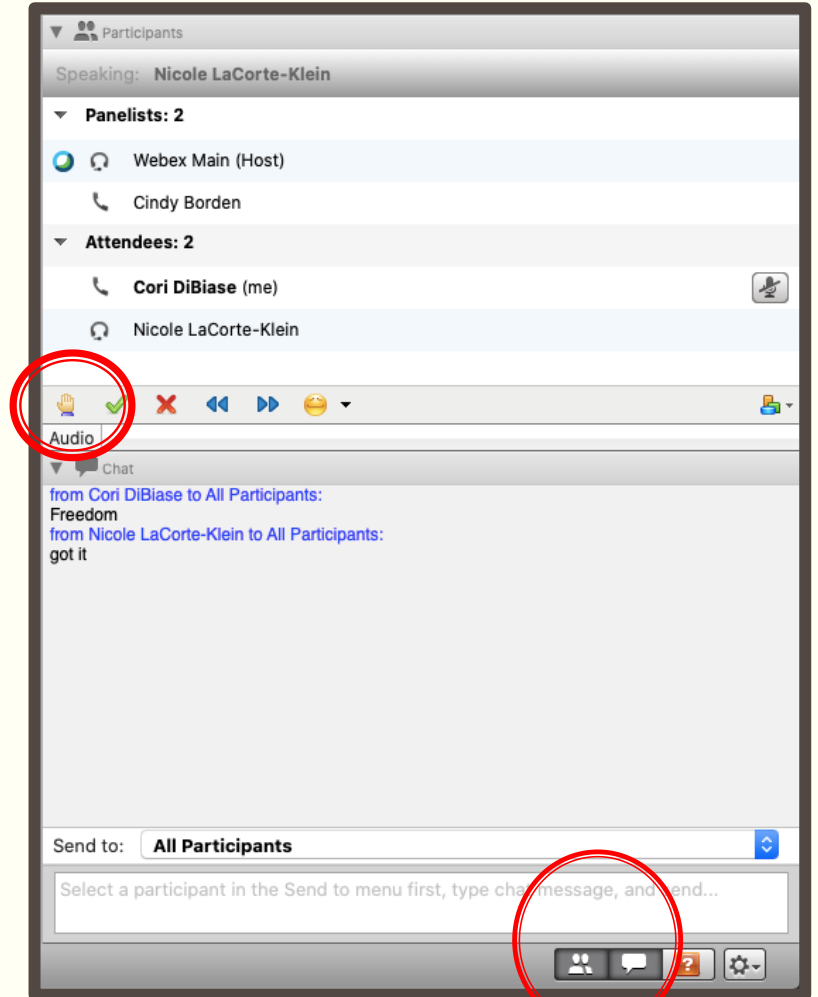
As the Director of Technical Assistance and Training for the National Coalition for Homeless Veterans (NCHV), Cindy conducts training, develops resources, and provides intensive coaching in program design and implementation to veteran service organizations. Cindy brings more than 20 years of experience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

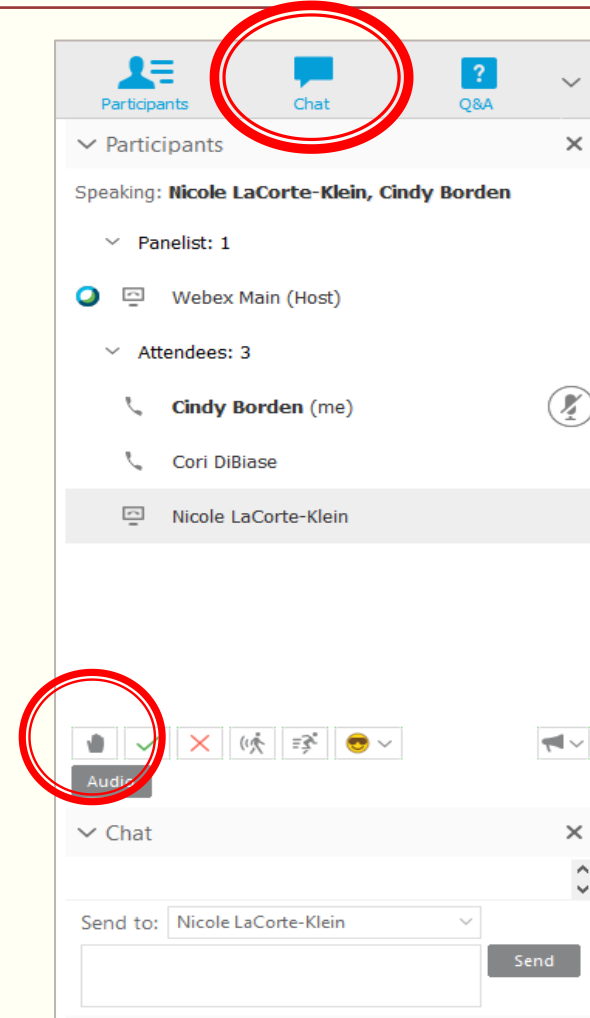
If you don't want to speak, **use the chat box** to share thoughts, question and observations with **all attendees!**



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!**





EMPLOYER PERSPECTIVE

Employer Engagement

- Dual Customer Approach
- Increase YOUR Knowledge
- Build long-term relationships



Implications of Employer Engagement

- Motivation of Employer....do you know what it is?
- Creating the best match
- Recruitment Interest of the EMPLOYER
- Lasting, long term results

Know Your Employers: What are their Needs?

- Do they have a turnover problem?
- Do they have a need for short term/transitional workers?
- Do they have a need that isn't being met?
- How do you describe your services to meet these needs?

The Value HVRP Brings to Employers

- How Job Accommodations Work
- Motivational Interviewing
- How to Nurture and Foster Engagement
- Knowledge of the Military
- Retention Support
- Incentives and supports including WOTC, Federal Bonding, etc.



PLACEMENT CONSIDERATIONS

Determining what is most important...

For the veteran:

Tangible Considerations:

- Compensation
 - Salary
 - Benefits
- Hours/Schedule
- Location
- Qualifications/Skills Required
- Physical Environment/workspace

Intangible Considerations:

- Mission/Purpose of work
- Workplace Culture
- Growth Potential
- Flexibility
 - Schedule
 - Tasks
 - Other tangibles
- Management Style

Determining what is most important...

For the employer:

Tangible Considerations:

- Qualifications/Skills Required
- Compensation
 - Salary
 - Benefits
- Hours/Schedule
- Location

Intangible Considerations:

- Soft Skills
 - Team player
 - Communication skills
- Growth Potential/Willingness to Learn
- Adaptability/Flexibility
 - Schedule
 - Tasks
 - Other tangibles
- Commitment to veterans

The Challenge

- Determining which of these considerations are non-negotiable or “dealbreakers” for the veteran and the employer
- Balancing the wants and needs of both parties
- Realizing that there is no perfect job, no perfect employee, and no perfect match/placement



This Photo by Unknown Author is licensed under [CC BY-NC-ND](https://creativecommons.org/licenses/by-nc-nd/4.0/)

BREAKOUT SESSION

Case Scenarios

Breakout groups:

- Read scenario and options
- Discuss each option
 - Weigh pros and cons
- Make a placement decision

Questions?

E-mail questions to:

contact@nvtac.org



Continue the conversation at:

nvtac.org/nvtac-knowledge-network/

Contact Information

**Cori Di Biase-Dallas Region
Manhattan Strategy Group
cdibiase@manhattanstrategy.com**

**Cindy Borden-Atlanta, San Francisco and Philadelphia
Regions
NCHV
cborden@nchv.org**

**Nicole LaCorte-Klein- Boston and Chicago Regions
Atlas Research
nlacorteklein@atlasresearch.us**