

Veterans' Recognition Toolkit

SC DEPARTMENT OF VETERANS' AFFAIRS



LEAD * SERVE * REMEMBER

Developed by
The South Carolina Department
of Veterans' Affairs (SC DVA)
Division of Operations

Introduction



There are over 132,000 Veterans in the workforce in South Carolina, and recognizing Veterans in the workplace is a way to honor their service to our country. The information provided in this toolkit are recommendations for good practices in recognizing Veterans in the workplace, and the benefits of hiring Veterans.



Who is considered a Veteran?

A Veteran is a former member of the Armed Forces of the United States (Army, Navy, Air Force, Marine Corps, Coast Guard, and Space Force) who served on active duty and was discharged under conditions which were other than dishonorable.

Topics covered in this toolkit include:

- Benefits of hiring Veterans
- Veteran-Friendly Practices

Note: This list is not all inclusive, but are recommendation on ways that employers can recognize Veterans in the workplace.

Benefits of Hiring a Veteran

Some valuable Characteristics and Values that Veterans bring to the civilian workforce:



Leadership:

Regardless of grade or rank, Veterans have impeccable leadership skills.

Integrity and Honor:

Veterans understand that integrity and code of honor define who you are as a person.

Collaboration and Teamwork:

Veterans have a heightened sense when it comes to collaboration and teamwork. Veterans understand the value of teamwork and how diverse people can work together to achieve goals.

A Strong Work Ethic:

Through service, training, and lifestyle, former military personnel typically have the work ethic desired in any employee.

Core Values:

Veterans have a proven track record of trustworthiness and live by a strong code of ethics and core values.

Ability to Handle Stressful Situations:

Veterans are required to set priorities, accomplish missions, and meet schedules daily.

Self-Direction and Motivation:

The rigorous training military members receive produces highly motivated employees who set high goals for themselves and achieve them.

Diversity and Inclusion:

Veterans represent many different backgrounds and appreciate working with all types of people regardless of race, gender, religion, ethnicity, and sexual orientation.

Technology and Globalization:

Military personnel use some of the most sophisticated technology in the world. Working in the armed forces requires a high degree of technological skill and education to keep up with increasingly complex systems. Military members are among the first to adopt new technology. Furthermore, because of their experience, veterans are often aware of international and technical trends relating to business and can bring both technological savvy and a global outlook to any company.

The Discipline of Veterans:

Maturity and responsibility to solve problems and follow through until the job is done.

Veteran-Friendly Practices

Here are nine simple ways to recognize Veterans in the workplace:



- 1 Celebrate holiday remembrances, such as Veterans Day, Memorial Day, and military service branch birthdays.
- 2 Send an internal email on Veteran's Day thanking veterans for their service.
- 3 Highlight Veteran employees in organization newsletters, employee gatherings/events, and give Veterans a platform to share their stories.
- 4 Distinct identification badges that highlight Veterans branch of service.

- 5 Support and develop a Veteran Resource/Support Group to assist Veterans.
- 6 Specific Veteran friendly hiring practices.
- 7 Support Veteran Service Organizations (American Legion, Veterans of Foreign Wars, Disabled American Veterans, etc.).
- 8 Provide care packages to military family members of Veteran employees.
- 9 Provide breakfast or lunch to celebrate, Display an American flag at your facility, and support local Veteran events.

For additional assistance, please contact South Carolina Department of Veterans' Affairs at 803-734-0200 or visit our website at www.scdva.sc.gov.