



WARRIORS TO WORK®: A RESOURCE FOR EMPLOYERS

Wounded Warrior Project® (WWP) provides programs and services wounded service members and their families need. The WWP Warriors to Work program helps wounded service members prepare for their next mission as civilian employees and supports employers interested in hiring them.

While a large percentage of wounded, ill, and injured service members return to active duty, many separate from the military and look forward to contributing as productive members of society — in their communities and in the civilian workforce. These highly trained professionals are qualified to contribute to many parts of the private sector. You can help them achieve this goal by considering their qualifications, matched to your human-capital needs.

WHAT STEPS CAN I TAKE TO HIRE AND RETAIN WOUNDED SERVICE MEMBERS?

There are many steps employers can take to recruit and retain wounded service members. As with any targeted population, a clear company vision is critical. It must be communicated from the top down and understood from the bottom up. Communicating a clear vision will help those responsible to create goals and report challenges and successes. This can be accomplished by taking the following steps:

- Create a committee on veteran and/or wounded veteran hiring. Include people from different parts of the organization and be sure veterans and/or military spouses are included. During this process, identify members within the organization who can provide mentorship to new hires.
- Educate human resource managers, supervisors, and talent acquisition staff about the challenges facing today's wounded service members, including common injury types such as post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI) — and on the fact that these injury classifications are not limited solely to military personnel.
- Learn how to write effective position descriptions to make the transition from the military to the civilian workforce easier to understand and less complicated for both the future employee and your current staff.

- Institute effective accommodation policies and practices, including the promotion of flexible workplace strategies. Be sure all employees are made aware of the organization's resources for discussing and accessing accommodations.
- Recruit from reliable sources, such as the WWP Warriors to Work program, and use these sources to support your mission of hiring and retaining the best talent.

Creating consistent and proactive onboarding procedures will not only help your organization retain wounded veterans as employees but will also help those employees grow within your company.

- ★ **CONTACT US TODAY**
- ★ **wtow@woundedwarriorproject.org**
- ★ **TO BEGIN THE DISCUSSION.**

The WWP Warriors to Work program is here to help you as you consider hiring wounded veterans who look forward to contributing to your company.

WWP can support your company in becoming a preferred employer, providing reasonable accommodations and facilitating a productive and long-lasting relationship once the wounded veteran begins work — and continuing through the life cycle of employment.



4899 Belfort Road, Suite 300
Jacksonville, FL 32256

woundedwarriorproject.org