

# Military 101

## Interpreting The Veteran Workforce Toolkit

## SKILL MAPPING

**Regardless of active or non-active status, military members have a confidence in their skills that they bring to their life post-military – though not without some doubts and concerns.**

*In fact, for nearly one-third of non-active military (32%), they encountered obstacles in transferring their military skills to the right job, including the ability to relate to people who don't understand what military personnel experience or navigating the system to find work.*



### FOSTERING UNDERSTANDING

Our toolkit recognizes that creating inclusive and welcoming communities for any population requires understanding. In this case, understanding the military experience is key.

Having basic knowledge helps vets feel seen and understood so that they can feel safe enough to ask for and receive help when they need it.



### HARMONIOUS WORKPLACE

Our approach highlights the significance of acknowledging the distinct experiences of military veterans while facilitating their understanding of the common challenges they share with civilian colleagues.

By striking a balance between appreciating individual uniqueness and fostering a sense of shared experience, we aim to cultivate a harmonious workplace environment.

## HOW IT LOOKS

Key leadership and management staff will be provided with an on-demand training that introduces key concepts related to the military experience, including basic understanding of the branches of service, culture-specific behaviors, attitudes and traditions and how military families are impacted by the service of their loved one.

## HOW IT LOOKS

Sharing educational resources with company staff, dispelling myths about military service and mental health responses, promoting a better understanding of veteran's specialized and shared experiences in the workforce..