

Competence Drives Retention

Interpreting The Veteran Workforce Toolkit

THE KEY TO SUCCESS



INVEST IN UPSKILLING

The majority of veterans believe the military has provided them with all the skills they need to be successful in the workplace, yet also many agree that their ideal career requires additional education or training.

Around 50% of non-active employed military feel they are underemployed.

A majority of veterans believe additional education is their key to success in the workplace

The Veteran Workforce Toolkit helps companies understand the unique needs of their employees. It emphasizes the importance of paying attention to their requests for additional training and skills development to enhance their competence. By extending these upskilling opportunities the toolkit fosters the creation of tailored responses, finely attuned to the needs of different populations within the workforce, resulting in widespread benefits for all staff members. This process of listening and responding through company-wide opportunities is a highly replicable DEI practice and feelings of competency are widely acknowledged as an effective retention strategy

HOW IT LOOKS:

We collaborate with HR to gain a better understanding of the existing upskilling opportunities, both in terms of job performance improvement and personal skills development. Using a DEI approach, we will help the organization formulate tailored responses that address those specific skill needs.

Military members say they need to improve a number of skills to be successful in a civilian job, including computer software skills, writing, interpersonal and leadership skills.

Statistics from the University of Phoenix