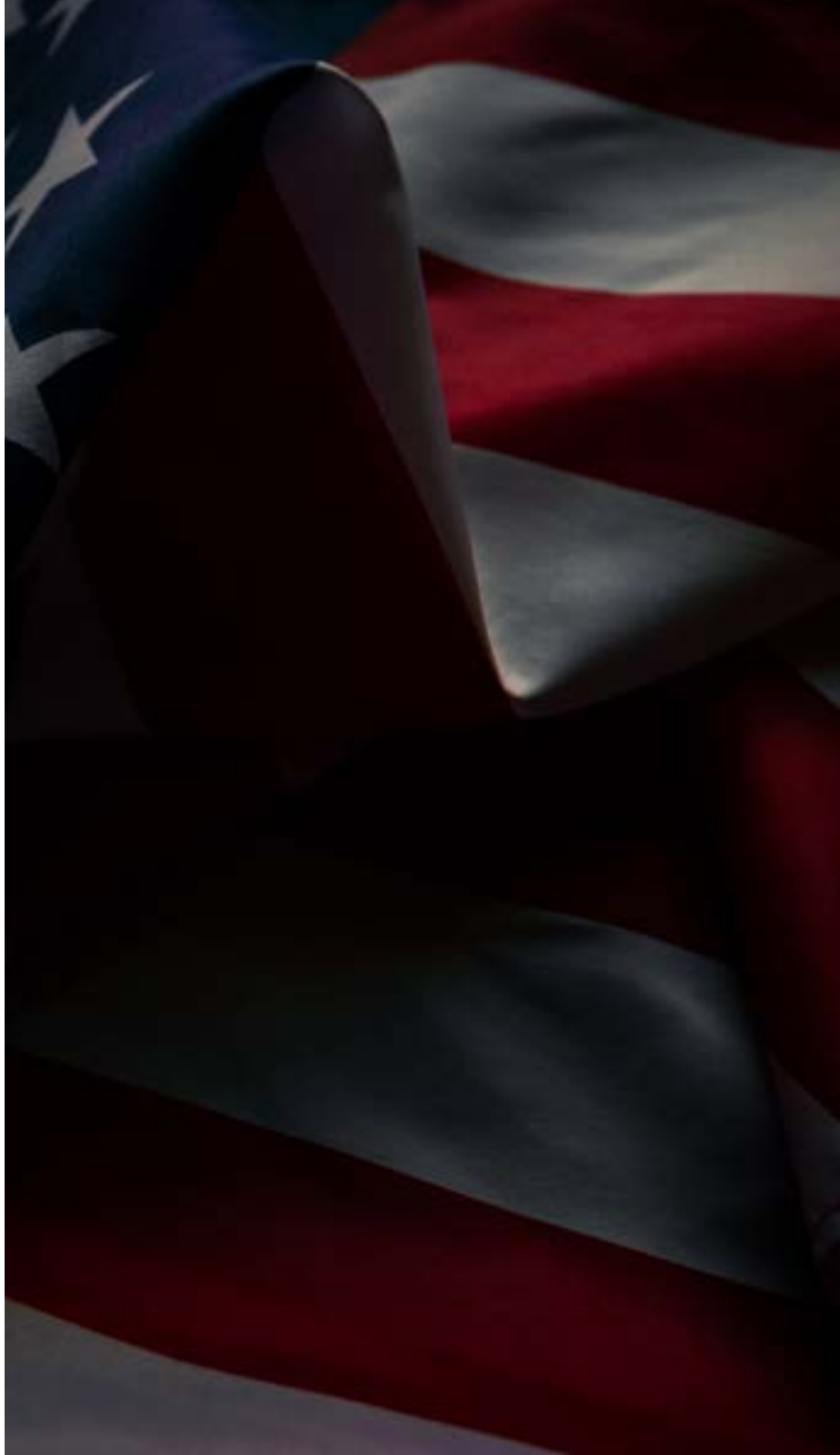
TALENT VETERAN HIRING

FROM THE WAR FRONT TO CIVILIAN JOB TRANSITION

TALENT

TABLE OF CONTENTS

1. AN INCREDIBLE BEGINNING 3
2. VETERAN EMPLOYMENT LANDSCAPES IN THE US 4
3. BENEFITS OF HIRING VETERANS 5
4. TALENT VETERAN HIRING APPROACHES 6
5. CRITICAL VERTERING HIRING FACTORS 8
6. AN END NOTE 10
7. AUTHOR'S BIO 11
8. OUR STORY 12



AN INCREDIBLE BEGINNING

Talent began as an IT staffing services company in 1987, which later grew as a national staffing organization from a local staffing firm. As a national staffing firm, we have evolved our recruitment methods with modern-day standards and have always promoted diversity and the importance of hiring former soldiers. Our organization has received many accolades for our dedicated work to giving back to society, which gave us national recognition to our staffing capabilities. Our professionally skilled and qualified staff is responsible for successfully hiring veterans and diverse candidates each year. We are officially certified as a service-disabled veteran-owned business. We believe in helping veterans and their spouses to easily adapt from army life to civilian life. Our goal is simple, “Aiding underrepresented groups and veterans establish a professional portfolio in the civilian life, thereby achieving a good standard of living, and employment, for it is our duty to give back to the society.”

This eBook titled ‘TALENT Veteran Hiring: From the War front to Civilian Job Transition’ has made it possible for us to convey our services and professional capabilities to prospective candidates and clients aiming to hire veterans and a diverse workforce. We are glad that you have decided to gain insights into our organization and the work by comprehending this eBook.

Therefore,

If you are an organization aiming to achieve a workforce of highly skilled, trained, and qualified professionals to grow your business, TALENT has got your back. We believe that diversity is the key to growing a business exponentially through our qualified team’s statistical data analysis and research. We offer consultation to Businesses who are envisioning to benefit from the skills of veterans and their professional capabilities. This eBook will help you gain insights into the landscapes of hiring veterans and our ideal services that organizations look for in a staffing firm.

TALENT

VETERAN EMPLOYMENT LANSCAPES IN THE US

According to an online report published by Oberlo, there are about 30.7 million small businesses in the US. Small businesses are the backbone of American Economy and have potential to provide employment opportunities to returning veterans. Nevertheless, even the highly qualified and experienced veterans are struggling to secure a civilian job as revealed in the 2020 news released by the Bureau of Labor Statistics.

A 2020 news release by the Bureau of Labor Statistics brought forth some interesting revelation.

VETERAN UNEMPLOYMENT

- 6.7% of female veterans were unemployed in 2020 as compared to 6.5% of male veterans.
- The percentage dips even lower when the veteran being discharged are disabled during service..

VETERANS WITH SERVICE CONNECTED DISABILITY

- 6% of 4.7 mill2ion veterans in the United States live with a service-connected physical disability.

2020 STATISTICS

- Veterans in the age group 25 to 54 fall under the highest unemployment group.
- VVeterans in the age-group 18 to 24 years find it easier to get a job.

BENEFITS OF HIRING VETERANS

Veterans are successfully working in various sectors as per their educational qualifications and skillsets. Does business gain extra perks on employing veterans along with the civilians? The answer is "Yes."

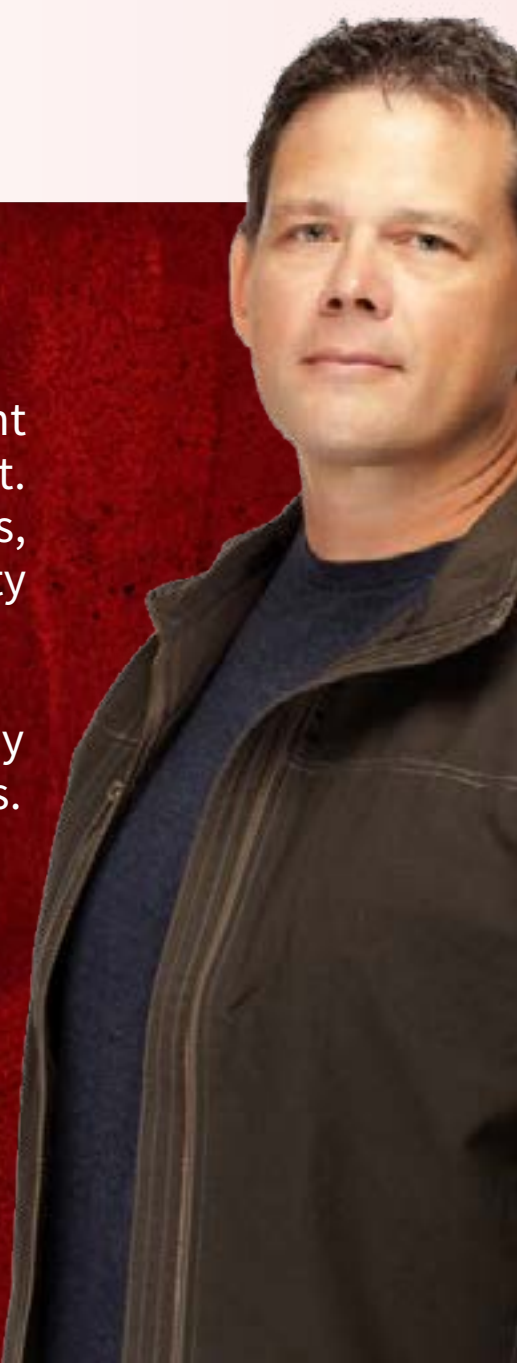
TALENT

- Organizations that hire veterans are eligible for tax credits such as Work Opportunity Tax Credit (WOTC). WOTC for employing a wounded and disabled veteran is double the normal provision.
- All military personnel are individuals of the highest character, which this reflects through their actions.
- As veterans have experiences working alongside people from various backgrounds, and are versatile to adapt to any in-house team situation.
- Veterans are quick learners aiding them hone new skills faster than an average citizen. They have a knack for transferring skills into an applied working situation.
- Hard work is engraved in their minds. While deployed on a critical mission, our army is not given the liberty to enjoy regular holidays, and vacations. Hence, they are dedicated employees when hired.
- Veterans can be both individual contributors and great team players.
- Criticism, whether it is positive or negative, is not something any employee would love to hear. However, returning veterans are very open to positive criticism. Giving regular feedback and criticism is an integral part of military training. Employees that are more open to feedback, criticism, and willingness to adapt which are true assets to the company.
- Veterans can bring a global perspective into a workspace. It's a fact that veterans deployed out of the country develop different perspectives about different nations. Thus, hiring candidates with multiple perspectives is a quality that is rare to find.

TALENT VETERAN
HIRING APPROACHES

As a veteran-run business, we are attentive to any employment opportunity that benefits our pool of returning veteran talent. Even during the midst of economic crisis caused by Coronavirus, we employed veterans registered with us, proving our adaptability during crisis.

Our brainchild **'TALENT Veteran Search Program'** is especially devised to discover veterans with specialized and unique skills. As an honor of their service to our nation, we respect their choice to work in civilian occupational spaces and provide them with end-to-end support. To start with, our process has multiple screening points.



WHAT DO WE DO?

Our hiring team is highly trained to find qualified veteran candidates, backed with resources that include years of networking in the nation of a widened database.

- Our business approach is to connect veterans returning back home and organizations searching for skilled candidates. Therefore, our recruiters are veterans, who have experienced the same difficulties while transitioning to a civilian life. Hence, they are like mentors that guide former soldiers who return back to civilian life.
- We ensure that the veterans are trained and job-ready with intensive courses helping them make a smooth transition from military life to civilian life. Thus, moulding them to become job-ready individuals to walk down a new career path.
- Our organization is well-equipped with modern technologies like AI, algorithmic approach, screening tactics, and many more, making the hiring process quick and effective.
- We also provide consultation services to veterans who have returned back home and help them choose a compatible career path to live a prosperous civilian life.
- We believe in diversity and ensure to incorporate the diversity factor in our hiring process, providing equal opportunity. We have partnered with many educational institutes, non-profit firms, government organizations, to tap the diverse market.
- Being a service-disabled veteran-owned business, we are determined to help veterans and their spouses to lead a happy life. On the other hand, we pledge to our clients that our services will deliver skilled and talented individuals for the job with 100% guarantee.
- We offer post-hire assistance to help veterans overcome the challenges faced in workspaces in the beginning and a cleaned, error-free database of veterans and their spouses.

TALENT VETERAN SEARCH PROGRAM IS FOR YOU, IF:

- Your business has already established a recruitment program but needs an additional pipeline of military talent
- You are looking for budget-friendly recruiters to help you with your veteran hiring needs.
- You are searching for an organization skilled in acquiring qualified veterans, and have years of experience.
- You want expert assistance who have the right knowledge of compliances when hiring military candidates.

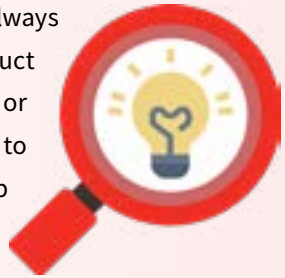
CRITICAL VETERAN HIRING FACTORS

Every year in the United States, 200K military individuals transition out, which makes them liable to seek out a regular civilian job for sustenance. As TALENT provides staffing services for many industries, it has grown as a major 'Veteran Hiring' firm.

The industry that we cater includes IT, Healthcare, Engineering, Digital, Government, and other professional services. Being in the business since 1987, the expectation of our team has risen exponentially. Whether it is leadership, performance, quality in service, or customization of staffing requirements, 'TALENT' is the place to go.

One thing that our team possesses in abundance is hard work, and perseverance. Our team is therefore the backbone of our company. These are some important attributes that we consider while hiring as compared to our competitors.

DISCOVERING TALENT



The probability of job seekers reaching out to recruiter is not always high. Therefore, TALENT follows a different approach. We conduct individual interviews and constantly screen online job profiles or conduct regular hiring conferences and meet-ups as an effort to reach out. During the pandemic, the team successfully set up different online interview processes, coordinated between the clients and the candidate, and successful employed prospective candidates.

PROFILE CHECKING

Though veteran is a term used to identify a person who had a long time of service generally in the military force, these candidates need to be categorized according to various parameters before a job search. The candidate is classified according to their skill set, qualities, and previous work experiences.

Understanding whether the veteran is disabled, recently separated, service medal receiver or a protected veteran, helps the recruiter give seamless support and consulting. Here, veterans are given numerous opportunities beyond their imagination. We ensure to erase the stigma about veterans.

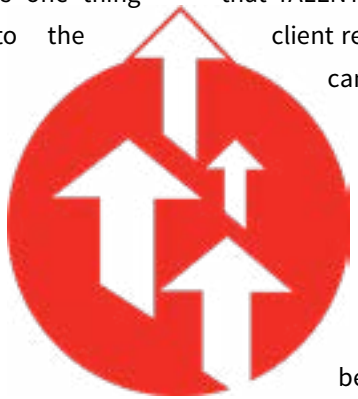
UPSKILLING

Even though many veterans have qualifying certificates, they may not be eligible to work in a particular sector due to lack of knowledge which is rather common in IT and medical sectors. Many candidates require specialised qualifications to work in these sectors. However, many cannot afford to go back to receive a degree for numerous reasons.

This is where TALENT recruiters demonstrate their potential and capabilitiesin their rTALENT

recruiters suggest specialized certification programs, training sessions, etc., to hone the skills required for the job. They use their expertise in order to poise these candidates to become the best version of themselves.

Veterans also have an opportunity to brush up on “soft skills”, such as time-management, critical thinking, creativity, and resourcefulness. Hiring for skill, knowledge, and potential is one thing that TALENT keeps in mind. Training is critically designed according to the client requirement and is only given to the deserving shortlisted candidates.

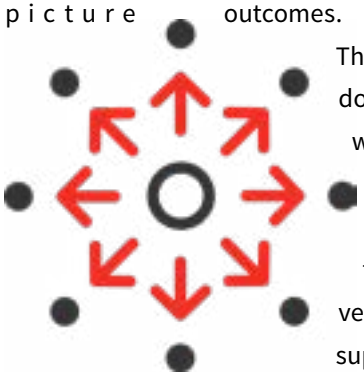


WIDENING TALENT POOL

TALENT has an extensive database which makes use stand-out from our competitors. It constantly ties up with organizations that deal with the veterans’ well-being, which makes it easier to tape the veteran talent pool.

TALENT assures full coverage in the United States as it closes 80% of the incoming client requirement queries within 12 hours. As the company has adopted a cost-effective dual shore model by establishing recruitment and account management teams in the US, clients avail the services cost-efficiently.

Dedicated support for both job seekers and employers post-hiring is a ‘wow’ factor that not many staffing and recruiting agencies assure. Every service at TALENT focuses on bigger-picture outcomes.



The team also provides a wide pool of professionals ready to do freelancing, take up gig works, contract jobs, part-time work, etc.

Another unique service that TALENT assures is consulting for businesses on how to manage hired veterans. Any veteran transitioning to a regular job requires immense support. Defining a clear picture for the employer and the job seeker calls for constant communication, understanding, and a painstakingly time-taking process that every TALENT professional easily navigates through on a day-to-day basis.

POST HIRING ASSISTANCE

Many recruiters fail in providing post-hiring assistance to clients. This is not the case with TALENT. Along with assistance in skills transferability and translation, the clients are given end-to-end support in employee retention strategies and improved veteran employee performances.

Having screened for physical, mental, or health challenges, the company maintains the neat medical records of each candidate and is transferred to the client post placement.

Those who have unsuccessful experiences with other agencies deserve only the best and nothing else. Thus, a 24/7 support system assists the clients throughout the day and allows TALENT to help you resolve your queries.

Meanwhile, our TALENT team ensures that veterans are being treated with respect and dignity; We make sure they are not exploited by any means and endure if they receive a package according to industrial standards.

FOLLOWING BEST PRACTICES

TALENT is on a constant search for best practices to develop and follow effective recruitment ways. Leading practices are identified based on listening to the subject matter experts in the field, through constant discussions with government representatives, interacting with business bodies that support veteran employment schemes, and keeping a watch on the competitors to understand the ongoing trends and strategies.

TALENT's website: **talentstaffingservices.com** clearly explains all the services the company insures under its Veteran Services and other offerings. Through social media, TALENT puts in all its effort to create awareness on the importance of having an all-inclusive work environment and the benefits of hiring returning veterans. By publishing blogs, whitepapers, and eBooks as well as other creative digital marketing practices, the team aims for maximum outreach, giving the right information and increasing the chances of getting more opportunities.

While many staffing companies promise the definitive hire of a veteran if the transition is less than a couple of years from the military force, TALENT puts forward no such norms.

TOTAL COMPLIANCE

All our services are carried out according to good compliance practices. This means businesses don't have to worry during the audit time. Fair deals, open discussions during each step, friendly approach, non-linear operation within the organization, etc., help both the job seeker and the employer have clarity on everything from the initial start of their journey with TALENT. If clients seek compliance requirements such as VEVRAA or OFCCP, our team at TALENT has got your back.

AN END NOTE

As a **Service-Disabled Veteran-Owned Business**, we connect our business clients with skilled, qualified, and specialized/technical veteran candidates seeking jobs. We are proud to serve a community that protects our nation. Our services uphold the veteran's right to be a part of the civilian workforce post-discharge from the army.

Please write to us at information@talentemail.com and our experts will get in touch with you

AUTHOR'S BIO

(*Include Author's Bio)
CONTACT TALENT
Say 'Hello' to our team:

Address
1769 Lexington Avenue N #390
St. Paul, MN 55113
Phone
(952) 417-3600

OUR STORY

TALENT and its aspirations began with our founder Dave Lacarella, a former Vietnam era veteran. His aspiration for giving back to the country, and helping veterans settling back home, began from his experience in the Military. He founded TALENT with the sole purpose of helping veterans settle back home and to promote diversity. Therefore, Talent has become a torch that keeps the flames of inspiration for diversity and veteran services burning for the betterment of society. This inspiration which began in 1987, has not dwindled, and the reaches of the light are getting limitless. We have provided excellent, skilled, and professional individuals for financial firms, IT, Engineering, Digital, Healthcare, Government, and Professional Services. During the duration of our professional journey, we have received many accolades and certifications which distinguish us from the rest of the staffing firms. We do not plan on settling down but deepen our roots to form a stronger foundation and grow. Therefore, collaborating with us will help you grow your workforce, and improve your business performance in the market.

We look forward to collaborate with you.

CONTACT TALENT

Say ‘Hello’ to our team

Address : 1769 Lexington Avenue N #390 St. Paul, MN 55113 | Phone : (952) 417-3600

© COPYRIGHT STATEMENT