



★ *Creating a Veteran-Friendly Business Network* ★

Employer Networking Meeting
January 28, 2015
Farmers Insurance
Owings Mills, Maryland



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Opening

Dana Hendrickson, Director-Outreach and Advocacy

PLEDGE:

Roslyn Jones, Local Veteran Employment Representative

WELCOME:

George W. Owings, III, Secretary



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Guest Speaker

Darryl Peete
Farmers Insurance, Military/Veteran Program
BG, US Army, Retired



OPERATION HIRE MARYLAND



Creating a Veteran-Friendly Business Network



Program Overview

The mission of Operation Hire Maryland is to create an ongoing program which supports employers as they develop or expand upon their veteran hiring and retention initiatives. Through the collaboration and efforts of Operation Hire Maryland participants, a veteran friendly business network will be established to share best practices and proven methods for veteran recruitment, hiring, on boarding, and retention in the civilian work place.

Program Updates

100 employers registered

Reported Hires

July 1 to September 30=195

October 1 to December 31=228

TOTAL REPORTED HIRES 423

Employer Recognition October 1 to December 31 (of those responding)

- First Data 85 hires
- Lockheed Martin 62 hires
- Leidos 20 hires
- Jiffy Lube 18 hires (CY15)
- Maryland State Police 13 hires
- Maryland Military Department 12 hires
- Maryland Department of Transportation 5 hires
- Anne Arundel County Government 5 hires

**Maryland State Government
88 Veteran Hires**

Success Stories

Transition Assistance Program Connection

“We received a position for a Program Manager for one of our clients. This was to be direct with their company, so it doesn’t technically count in our Operation Hire numbers, but the success story is still really great! We sent the position out to our veteran contacts and received an application from a candidate that will be transitioning out of the Navy this month. We were able to get him an interview and he starts a few days after his transition. He says the position is almost like it was written for him.”

-P.K.W. Associates, Inc.

Success Stories

Student/Maryland National Guard

“We have one ROTC Cadet who will graduate from Liberty University in May. He will commission as a 2LT in the Maryland National Guard and already completed our process last year and has a seat. Point is we processed him for two classes ahead based on his military commitment.”

-Maryland State Police

Myths/Realities

Hiring Veterans with Disabilities
Special Focus: Post Traumatic Stress and
Traumatic Brain Injury
Paula Wolff, Team Leader, Dundalk Vet Center

The screenshot shows the U.S. Department of Veterans Affairs website. At the top left is the VA logo. To its right is the text "U.S. Department of Veterans Affairs". On the right side of the header, there are social media icons for Twitter, Facebook, YouTube, and LinkedIn, along with a search bar and a "Search" button. Below the header is a navigation menu with links for Health, Benefits, Burials & Memorials, About VA, Resources, Media Room, Locations, and Contact Us. The main content area has a breadcrumb trail: "VA » Health Care » PTSD: National Center for PTSD » Public » Information for Employers about Veterans". The main heading is "PTSD: National Center for PTSD". Below this is a red banner with the text "PUBLIC This section is for Veterans, General Public, Family & Friends". On the left is a sidebar menu with "PTSD" expanded to show "For the Public" with sub-links: Public Section Home, PTSD Overview, Types of Trauma, Is it PTSD?, Treatment and Coping, Other Common Problems, Family and Friends, PTSD and Communities, Paginas en Espanol, and Apps, Videos and More. The main content area is titled "Information For Employers About Veterans" and contains two paragraphs of text. The first paragraph discusses how returning veterans often resume their previous jobs and are valued for their military training. The second paragraph discusses the need for readjustment and employer support. To the right of the text is a "You Can Also" box with two links: "Download: The Impact of Trauma and War on Work (PDF)" and "Explore: Veterans Employment Toolkit". Further right is a "Share this page" section with social media icons and a "SEARCH PTSD SITE" section with a search bar and a "SEARCH" button.

U.S. Department of Veterans Affairs

Health Benefits Burials & Memorials About VA Resources Media Room Locations Contact Us

VA » Health Care » PTSD: National Center for PTSD » Public » Information for Employers about Veterans

PTSD: National Center for PTSD

PTSD

PTSD Home

For the Public

Public Section Home

PTSD Overview

Types of Trauma

Is it PTSD?

Treatment and Coping

Other Common Problems

Family and Friends

PTSD and Communities

Paginas en Espanol

Apps, Videos and More

PUBLIC *This section is for Veterans, General Public, Family & Friends*

Information For Employers About Veterans

Returning Veterans often resume the job they had before they left home. Other Veterans may start a new job after discharge. Veterans make very good workers because of their military training. They learn skills in leadership, teamwork, and performance under pressure. Military experience fosters respect for procedures. Veterans are not afraid to tackle tough problems.

However, Veterans all go through some readjustment after they get back from a war zone. Employers can benefit from understanding their employees' needs and rights. Informed employers can help make the process smoother for both the returnee and the workplace.

You Can Also

- Download: [The Impact of Trauma and War on Work \(PDF\)](#)
- Explore: [Veterans Employment Toolkit](#)

Share this page

SEARCH PTSD SITE

1 Choose Section

Public

2 Enter Term and Search

SEARCH

Advanced Search

www.ptsd.va.gov/public/community/info-employers-vets

Veterans Employment Toolkit

» Veterans Employment Toolkit

Veterans Employment Toolkit

Home

Veterans Are Valuable Assets

» Understanding the Military Experience

» Supporting Your Veteran Employees

Resources

» Resources for Veterans

About This Toolkit

Contact Us

» More Health Care



Why Hire Veterans

Understand the Military

How to Support Veterans

Supporting Veterans

Want to know how to use management styles similar to the military training model to help improve or maintain a Veteran employee's job performance? [Learn more »](#)

HIGHLIGHTS

New resources for **EAP Providers** [Check Out Now »](#)



Welcome to Veterans Employment Toolkit

Our aim is to help **employers, managers and supervisors, human resource professionals, and employee assistance program (EAP) providers** relate to and support their employees who are Veterans and members of the Reserve and National Guard.

In this toolkit, you can learn about Veterans and the military, such as what Veterans bring to the workplace and what the military structure and culture is like. You can also learn how to support employees who are Veterans or members of the Reserve or National Guard in the workplace, through reading about common challenges and how to help, reviewing communication tips, reading a report about Veterans in the workplace, or by downloading handouts to use with EAP clients. Finally, Veterans and their family members can find employment resources for Veterans.

QUICK LINKS

Hospital Locator

Zip Code

Health Programs

Protect Your Health

Resources

United States Department of Veterans Affairs
Veterans Employment Center
Sharisse O'Banion

Employment Center » **Employers**

Find the best candidates for your open positions.

Search our verified Veteran profiles. Post a job. And be sure to make a Veteran hiring commitment — put your company front and center as one that stands with America's Veterans and their families.

Post a Job

Your listing will be searchable by our capable Veteran workforce and their families.

Find Veteran Candidates

Leadership, problem solving, management, operations, customer service, sales, and a host of technical skills are just a few of their talents. [View their profiles and save favorites.](#)

Employers:

Log in to create/manage your account.

[Sign in with LinkedIn](#)

[Sign in with Google](#)

Make a Hiring Commitment

Stand with Veterans by making a public commitment to hire Veterans. Your pledge will be appreciated by all Americans, and especially by the Veteran community.

Online training for employers

<http://www.va.gov/vetsinworkplace/>

<https://www.vets.gov/veterans-employment-center/employers>

Resources

Roslyn Jones, Local Veteran Employment Representative
Maryland Department of Labor, Licensing, and Regulation
Veteran Employment Program



<http://www.dllr.state.md.us/employment/vetsposbrochure.pdf>

**ONE-ON-ONE
ASSISTANCE**
Veterans' Services at
Maryland's American Job
Centers

Panel Discussion

Recruitment, resources, and support

- Carl Peters, Employment Coordinator, Employment Support for the Guard and Reserve
- John Way, Owner, Jiffy Lube-Pikesville
- Jennifer McGraw, Captain, Maryland National Guard
- David Muir, Easter Seals
- Ira Kelly, Farmers Insurance
- Christine Meehan, Frederick County SHRM Veterans Initiative
- Matthew Morris, Student Veteran, Stevenson University

Resources

○ Employment Support for the Guard and Reserve, www.esgr.mil

The screenshot displays the ESGR website's 'Who is ESGR' page. The top navigation bar includes links for Home, State Pages, Contact Us, and a search function. Below this is a secondary menu with links for About ESGR, Employers, Service Members & Family, Volunteers, Employer Awards, USERRA, News & Events, and Resources Library. The main content area features a breadcrumb trail: HOME » ABOUT ESGR » WHO IS ESGR. A left-hand sidebar lists navigation options: Who is ESGR (selected), Mission and Strategy, Leadership, Year in Review, and Contact. The main text area, titled 'Who is ESGR', provides a detailed description of the organization's history and mission. A right-hand sidebar contains six red buttons with white text and arrows: SUPPORT YOUR EMPLOYEE, NOMINATE YOUR EMPLOYER, STATE PAGES, VOLUNTEER, REQUEST ASSISTANCE, and YEAR IN REVIEW. Below these buttons is a 'RELATED LINKS' section with three links: Leadership, Mission and Strategy, and Statement of Support.

HOME » ABOUT ESGR » WHO IS ESGR

Who is ESGR

Mission and Strategy

Leadership

Year in Review

Contact

Who is ESGR

ESGR, a Department of Defense office, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. ESGR is supported by a network of more than 4,600 volunteers in 54 committees located across all 50 states, the District of Columbia, Guam-CNMII (Commonwealth of the Northern Mariana Islands), Puerto Rico and the U.S. Virgin Islands. Volunteers, hailing from small business and industry, government, education and prior military service bring a vast wealth of experience to assist in serving employers, service members and their families. Together with Headquarters ESGR staff and a small cadre of support staff for each State Committee, volunteers work to promote and enhance employer support for military service in the Guard and Reserve.

ESGR has served our country for more than 40 years, fostering a culture in which all employers support and value the employment and military service of members of the National Guard and Reserve in the United States. These citizen warriors could not defend and protect us at home and abroad without the continued promise of meaningful civilian employment for themselves and their families. ESGR has continued to adapt to meet the needs of Reserve Component members, their families and America's employers by joining forces with a network of other national, state and local government and professional trade organizations as together, We All Serve!

SUPPORT YOUR EMPLOYEE >

NOMINATE YOUR EMPLOYER >

STATE PAGES >

VOLUNTEER >

REQUEST ASSISTANCE >

YEAR IN REVIEW >

RELATED LINKS

- Leadership
- Mission and Strategy
- Statement of Support

Resources

Working with the U.S. VA's Supportive Services for Veterans and Their Families Program Providers

Listed below are the organizations who manage this program, the counties they serve, and their contact information

- Alliance, Inc. (serving Baltimore, Howard, Harford, Cecil, Carroll, Anne Arundel, Frederick, Kent, Queen Anne's, Washington, Wicomico, Somerset, Worcester, Talbot, Caroline, Dorchester, and Baltimore City) 410-282-5900, ext.3333
- Three Oaks Homeless Shelter (serving St. Marys, Charles, and Calvert) 301-863-9535
- Project PLASE, Inc. (serving Baltimore City and Baltimore County) 410-837-1400, Ext. 111 or Ext. 123
- New Vision House of Hope (serving Baltimore City) 443-838-2670
- Diakonia (serving Somerset, Wicomico, and Worcester) 410-213-0923
- St. James AME Church-Zion House (serving Caroline, Talbot, Queen Annes, Kent, Dorchester, Wicomico, Worcester, and Somerset) 410-742-1427
- Housing Counseling Services (serving Montgomery, Prince George's) 202-667-7006, Ext. 129 or Ext. 218
- Friendship Place (serving Montgomery, Prince George's, Frederick) 202-658-9599
- US Vets (serving Prince George's, Montgomery) 202-573-2790
- Operation Renewed Hope (serving Prince George's) 703-887-8117

Source: United States Department of Veterans Affairs

Maryland National Guard Family Assistance Centers

Air Guard

Warfield Air National Guard Base
2701 Eastern Boulevard
Baltimore, MD 21220
410-918-6768

Annapolis

LTC (MD) E. Leslie Medford Armory,
18 Willow St., Annapolis, MD 21401
Phone: 410-266-7391

Havre De Grace

301 Old Bay Lane,
Havre De Grace, MD 21078
Office: 410-942-8217

Hagerstown

18500 Roxbury Rd.,
Hagerstown, MD 21740
Phone: 301-791-6039/1043

Salisbury

CSM Blair Lee Crockett Armory,
28722 Ocean Gateway, Salisbury,
MD 21801
Phone: 410-507-2275

Towson

MG (MD) Harry C. Ruhl Armory,
1035 York Rd., Towson, MD 21204
Phone: 410-825-2858



Easter Seals Veterans Staffing Network

The screenshot shows the website's navigation bar with links for Home, My Network, Contact Us, and Site Map. Social media icons for Twitter, Facebook, LinkedIn, and Google+ are also present. The main header includes the logo for VETERAN STAFFING NETWORK and navigation links for About Us, Job Seekers, Job Board, Employers, and Partners. Below this is a blue banner for 'For Employers' with a search bar. The main content area features a video player titled 'Hire A Veteran' showing a man in a gym, and a section for 'RECENT HOT CANDIDATES'. A text box at the bottom describes the services for employers.

Home | My Network | Contact Us | Site Map

Twitter Facebook LinkedIn Google+

VETERAN STAFFING NETWORK

About Us Job Seekers Job Board **Employers** Partners

For Employers

Home → For Employers

Search...

Hire A Veteran

RECENT HOT CANDIDATES

Services for Employers

The Veteran Staffing Network is a full service staffing agency plus much more. Our focus is finding you the best candidates to fill your job requirements, grow your business, and retain exceptional employees.

<http://veteranstaffingnetwork.org/for-employers>

Contact Information

Veteran Staffing Network
Easter Seals DC|MD|VA
1420 Spring Street
Silver Spring, MD 20910

855-838-7111

- Operation Hire Registration
- Upcoming events

- February 5-7, 2016
Maryland National Guard Job Fair
Contact: CSM Perlisa Wilson, 410-576-6007
- February 10, 2016
Baltimore City Veterans Job Club
Contact: Denise Bice, 410-396-9035
- March 9, 2016
Employer Networking Meeting
StrategicHealthSolutions & PNC Bank
Columbia, MD
- April 26, 2016
Employer Networking Meeting
CareFirst of MD, Inc.
Cumberland, MD