

Employer Networking Meeting October 27, 2015 Hyatt Regency Chesapeake Bay Resort

OPERATION HILL OF CONTINUES OF

Creating a Veteran-Friendly Business Network

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Opening

Dana Hendrickson, Director- Outreach and Advocacy Maryland Department of Veterans Affairs

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Guest Speaker

Patrick Metzger Lieutenant, Maryland State Police First Sergeant, 29th Military Police Company Maryland National Guard

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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

- 91 employers registered
- 1660 veteran hires pledged
- 8 state government agencies
- 2 local governments
 - Anne Arundel and Montgomery
- 3 local police departments
 - Anne Arundel County Police, Prince George's
 County Police, Frederick County Sheriff's Office

Industries:

 Construction, security, information technology, government contractors, healthcare, hospitality, manufacturing, transportation, sales, banking, communications, automotive

Program Updates

• Employer size:

- Enterprise (1001+) 40%
- Large (301-1000) 10%
- Medium (51-300) 30%
- Small (1-50) 20%

 18% of employers are veteran owned or service disabled veteran owned small business

Employer Recognition July 1 to September 30 (of those responding)

• Enterprise:

- Lockheed Martin, 51 hires
- University of Maryland University College, 17 hires
- Maryland Department of Public Safety and Correctional Services, 15 hires

• Large:

- Anne Arundel County Police Department, 7 hires
- Frederick County Sheriff's Office: 3 hires
- University of MD, Rehabilitation and Orthopedic Institute, 2 hires

Employer Recognition July 1 to September 30 (of those reporting)

Medium

- Right Direction Technology Solutions, LLC, 5 hires
- Prism, Inc., 5 hires
- Calvert Systems Engineering, Inc., 4 hires

Small

• The Spaulding Paralegal Firm, LLC, 3 hires

What is your biggest challenge when recruiting veterans to your organization?

- Finding the right skills sets
- Targeting recruitment to veterans
- Connecting with candidates with our technology experience
- Getting them to apply
- Veterans not knowing what great opportunities we offer
- Finding the right skill set
- Challenge to find the right degree or experience needed
- Getting the word out, we are a small agency
- Knowing where and how to get the word out that we are hiring
- Veterans identifying themselves
- Resource allocation to attend and sponsor events, and advertise
- Veterans see us as a college, not as an employer

Employer Feedback

What employers would like to hear during the panel discussion

- Information on recruiting and retaining veterans in the work place
- Are businesses aware of what services the Department of Labor, Licensing and Regulation can provide
- How will your organization support the retention of veterans in the work place
- What publications do veterans peruse for jobs
- How can the community college assist in this process
- Who manages the eBenefits website
- Awareness of the veteran employment center as a great one stop shop portal for job seekers
- What is the best way to proactively connect with veterans interested in sales and leadership positions
- What are the three most desirable traits you are looking for as a long term employer
- As a large business, how can we assist in helping the program and hiring veterans across the state of Maryland
- What is the most appropriate/professional way recruiters should treat a job seeker after his/her first meeting

Recruitment, resources, and support

- Carl Peters, Employment Coordinator, Employment Support for the Guard and Reserve
- David Wallace, Military Relations Program Manager, Lockheed Martin
- John Way, Owner, Jiffy Lube-Pikesville
- Perlisa Wilson, Command Sergeant Major, Maryland National Guard
- Lloyd Day, Director, Office Workforce Development
- Todd Miceli, Corporal, Prince George's County Police Department
- Patrick Metzger, Lieutenant, Maryland State Police

 Employment Support for the Guard and Reserve

• <u>eBenefits</u> Veteran Employment Center

• U.S. Chamber of Commerce

- Hiring our Heroes
- Employer Road Map

Working with the U.S. VA's Vocational Rehabilitation Program

The Vocational Rehabilitation and Employment program has two key goals. First, to assist the service-disabled veteran to prepare for, obtain, and maintain suitable employment. Second, for those persons who are severely disabled and that gainful employment is not an option, assistance may be provided to allow that person to live more independently in his or her community. For more information:

http://www.vba.va.gov/bln/vre/emp_resources.htm

Maryland National Guard

Family Assistance Centers

Office of Workforce Development

- Veteran Employment Program
 Local Veteran Employment
 - <u>Representatives</u>
- <u>Business Services and Opportunities for</u>
 <u>Employers</u>

Military Support Programs

- Prince George's County Police Department
- Maryland State Police

Operation Hire Maryland

Next Steps

Resource Table Operation Hire Registration LinkedIn: Launches today! Website: Coming soon! Upcoming networking meetings

- January 28, 2016
 Farmers Insurance
 Owings Mills, MD
- April 26, 2016
 CareFirst of MD, Inc.
 Cumberland, MD