

# The Way to a Veteran's Heart

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# Agenda

- The Paradigm – Translate! How!
  - We can change it!
- Interviewing military candidates
  - Fear of the unknown
- The veteran's point of view
  - What the heck is an interview!
- The military resume
  - There is more than meets the eye
- Putting it all together
- What can we do differently – THE CHANGE



# Introduction

- My Story



- Make Change



# The Paradigm

- How we recruit today
- It's the same:
  - Resume Review
  - Phones Screens
  - Phone Interviews
  - In-Person Interviews
- Would we interview a college graduate the same way you would interview a person with 20 years of experience in a similar industry?

# Interviewing military candidates

- What Recruiters Need To Know About The Veteran
  - What's happening to them at this time?
    - A Life Change
    - The Fear of The Unknown
    - Complete Culture Shock
  - Take the blinders off
    - Leadership Skills Training
    - Go Getters





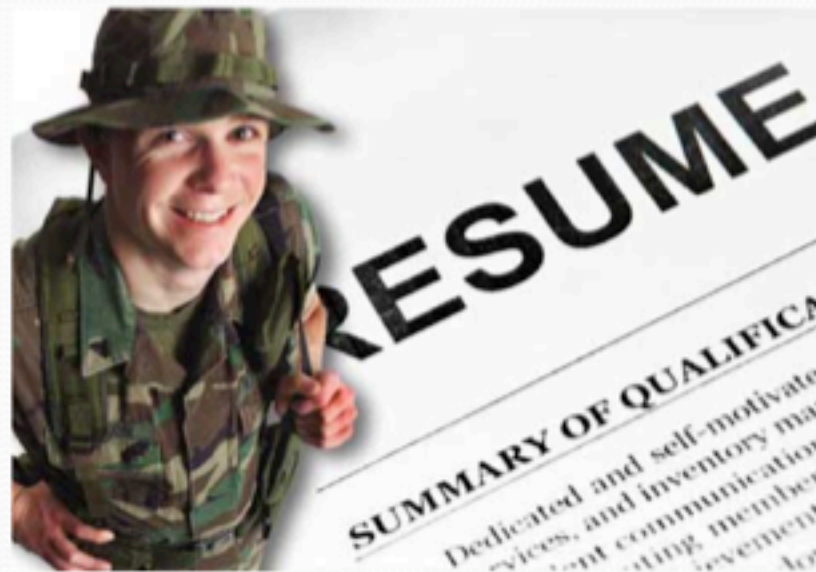
# The Veteran's Point of View

- World turned upside down
- What's an Interview
- Yes Sir/Ma'am -Simple things that you take for granted – we do not.
- Translating the job – why do I need to do that.
- Pay Cut – All of my time and I have to take a pay cut!  
Huh!
- I have managed more people than the individuals interviewing me



# The Military Resume

- Promotions
  - Awards and Decorations
  - Military Schools
  - Outside the service recognition
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- Soft Skills
    - Attitude
    - Dedication
    - Will to survive







# Putting it all together

- Stories
- Changing the paradigm
- A true understanding of the veteran
  - How they see the interview and YOUR world
  - The fear of the unknown
- Seeing the resumes with a different set of eyes
  - There is more to just the words
- HOW DO WE CHANGE

# What Can We Do Differently – The Change

- TRAIN YOUR RECRUITERS – The Basics
  - Services
  - Rank Structure
  - Base versus Post Versus Naval Installation
- **Focus on Changing Recruiters NOT The Veterans**
  - Recruiter Buddy Program
  - Base Tours
    - Shadow a Military Member
  - Utilize Current Military Employees
    - Recruiters
    - Mentors
  - Have Recruiters Volunteer at Military Organizations

Make it a good day and hire a vet!





# Questions

