



LEADING PRACTICE



SYRACUSE UNIVERSITY

**INSTITUTE *for* VETERANS
and MILITARY FAMILIES**

JPMorgan Chase & Co., Founding Partner

Leveraging Financial Resources - Proven Practices and “How-Tos”

Within your Company

- Start with an internal audit. What are you doing now within your company to support veterans and with what resources? What resources do you need and how will they be used to expand the effort?
- Encourage volunteerism that can support veteran hiring and assimilation and development of affinity groups.
- Examine the core mission of company foundations to assess how veteran’s issues can be supported.
- Develop a broad but veteran-focused giving program within your company to support veteran employment.
- Examine your firm’s supplier contracts and set targets for purchases from veteran-owned businesses that meet company purchasing requirements.
- Consider how you might encourage employees or use resources to improve housing for veterans in need, including recruiting employee volunteers for veteran-specific housing through Habitat for Humanity or developing an employee fund to support veteran housing purchase or renovations.



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AT&T launched two new online resources: a custom military skills translator, which enables servicemen and women to use their current Military Occupation Code or Military Occupation Specialty to find corresponding civilian career opportunities at AT&T, and the Careers-4Vets program, which connects interested veterans with mentors within AT&T. These new platforms will support AT&T's ongoing veteran initiatives, including supplier diversity initiatives like Operation Hand Salute, a mentoring program that is designed to help disabled veteran businesses develop the tools and expertise to win large corporate contracts

- Look for opportunities to provide either work schedule flexibility or tuition assistance for veterans to improve their skills training or general academic credentials.
- Consider creating a Military Spouse Corporate Career Network like those sponsored by TriWest and the Army Wife Network's West Region Spouse Field Exercises. The network offers virtual and in-person meetings or webinars helping military spouses with resumes, employment resources, training to update skill sets, and assistance in finding employment resources in their

current location or the area to which they are relocating.

With other Companies

- Join in the JP Morgan Chase-led 100,000 Jobs Mission <http://100000jobsmission.com/> or the JP Morgan Chase 1,000 Homes Initiative <https://www.chase.com/online/military/military-homeownership.htm>.



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- Collaborate across companies to share information, leverage resources, create volunteer or expert pools of advisors, and reduce duplication of veterans-focused efforts.
- Pool resources to create cross-company foundations or special funds that support veteran hiring and training initiatives.
- If your company is a member of a Downtown Business Association, develop opportunities to contract for services needed in your downtown area such as street cleaning with organizations like the Homeless Veterans Reintegration Program. Locations of these programs can be found at:
<http://bbi.syr.edu/nvtac/grantees/index.htm>.

Microsoft's Elevate America Veterans Initiative helps our country's veterans and their spouses acquire the skills and resources they need to be successful in today's workplace. Through this initiative, Microsoft is convening a coalition of public, private, and nonprofit organizations that are interested in contributing expertise, cash, and in-kind resources to help veterans and their spouses build their skills through resources. These include technology training and certification, job placement, career counseling, and other support services, such as childcare, transportation, and housing to help in their successful transition to civilian life.

With Partners

- Leverage multiple communication channels, including collaborations with VSOs and other organizations serving veterans, to create awareness of non-financial (in-kind) giving.
- Examine how wage and tax incentives offered in support of veteran hiring and training could provide resources that increase veteran hiring in your company. These can include: Veterans Retraining Assistance Program (VRAP) that offers up to 12 months of training to eligible veterans and the Special Employer Incentive Program for Veterans (SEI) that provides veterans with any necessary tools, equipment, uniforms, or other supplies. Additionally, the VRCs are available to assist veterans with any work-related or training needs.



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Veterans hired through the SEI program are paid an apprenticeship wage during their time in the program. The employer is reimbursed for up to 50% of the veteran's salary during this time as well.

- Other incentives include the Work Opportunity Tax Credit (WOTC), a Federal tax credit incentive available to businesses that hire individuals from certain target groups, including veterans with disabilities.
- More about leveraging hiring and training incentives can be found in: [Navigating Government Benefits & Employment A Guidebook for Veterans with Disabilities](#) prepared by Institute for Veterans and Military Families at Syracuse University (IVMF) in conjunction with Griffin-Hammis Associates, LLC. The guidebook is available to download for free at <http://vets.syr.edu/pdfs/benefits-guidebook.pdf>.



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