



LEADING PRACTICE

Leading Practice Examples: Hiring

Companies have highlighted issues or specific approaches to support hiring veterans. The following are leading practice recommendations and highlights:

- Experienced hiring managers should interview and assess candidates to ensure they have the right skills, and that they fit well with the company culture, managers and co-workers.
- Internal education represents another firm-wide challenge, as to the best of their current knowledge, 97% of JPMC's employees are not veterans. Given that internal managers retain hiring capabilities, it has been crucial that they receive education on the benefits of hiring veterans.
- An identified challenge at JPMC relates to transitioning from a hiring model that offers a job opening in need of a veteran with specific, job ready skills, to a complementary approach where veterans with "raw skills" are hired and subsequently provided specific work-role training.
- BAE provides career pathways for wounded warriors through its Warrior Integration Program (WIP), which is specifically designed to identify, hire and develop qualified wounded warriors into valuable employees. The availability of mentors through the program helps recruits and their families to navigate the transition from military to civilian life.¹

Citations

¹ BAE Systems. (2012). Military Connection. Retrieved from <http://www1.baesystems.com/Careers/US/Vets/>.



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700 University Avenue, Suite 303
Syracuse, New York 13244