



## CHECKLIST

### Checklist for Infrastructure

*Senior leaders communicate the goals, set priorities and establish the framework for integrating veterans into the business. They incorporate measures, mechanisms, and reporting structures to ensure availability of resources and means to address related challenges. Infrastructure that supports veteran hiring and retention:*

- ▶ Share goals and measurements for veteran initiatives, demonstrating how they integrate and support the overall organization goals/strategies
- ▶ Report progress at executive level to evaluate veteran impact:
  - Promote opportunities
  - Address barriers
- ▶ Encourage philanthropy internally and externally
- ▶ Drive purchasing priorities to include vet-owned suppliers
- ▶ Identify/share programs that support veterans
- ▶ Communicate messages that engage the organization in veteran-focused employment initiatives
- ▶ Articulate the importance of an executive-level champion for veteran initiatives. Key elements of the role include:
  - Champion reports directly to senior management
  - Provides top-down talking points for middle managers
  - Reinforces organizational commitment
  - Engages various channels/media
  - Cultivates networking (internal & external)
  - Facilitates the process for addressing barriers and obstacles



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