



Challenges Facing Veterans – A Way to Affect to Positive Outcomes

Spectrum of Challenges, Needs and Opportunities





Veterans' Employment Challenges

- Length of current conflicts – Afghanistan is now the longest war in US History
- Iraq/Afghanistan era Veteran population growing:
 - ~2,000,000+ Post 9/11 Veterans; ~230,000 separated in 2010
- High rates of stress disorders (PTSD), traumatic brain injury (TBI), and other combat-related disabilities
- Facing poor economic conditions in the U.S. upon separation from service
- Skills from service are “lost in translation”
- Veteran unemployment high, especially for younger Veterans (~65% of post 9/11 Veterans are <34 years old):
 - 21 % Veterans 18-24*
 - 13 % Veterans 25-34*

*2010 BLS

SHRM Poll



SHRM

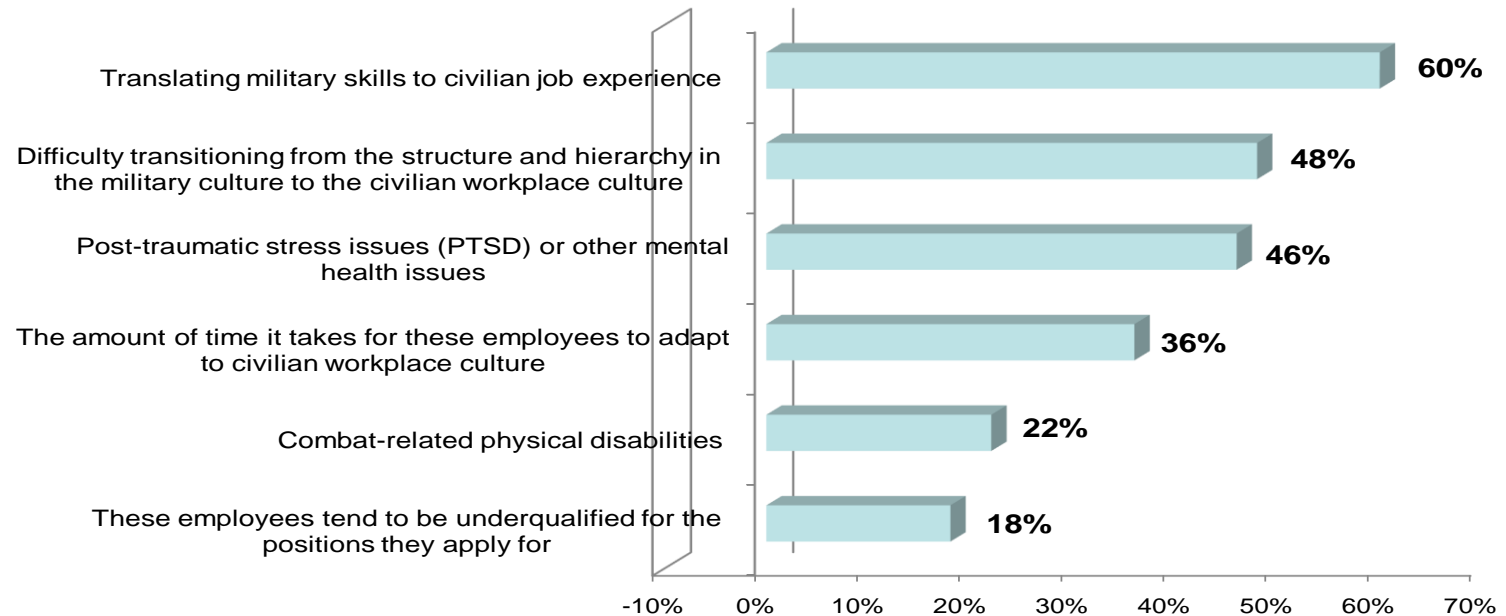
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM Poll: Employing Military Personnel and
Recruiting Veterans—Attitudes and Practices

June 23, 2010

SHRM Poll

In your experience, do you think any of the following are challenges of hiring employees with military experience?



Note: n = 110-148. "Not sure" responses were excluded from this analysis.



Corporate Engagement: Why and Why Now?

- Our returning service members deserve:
 - Dignity, respect, and appreciation,
 - The best available healthcare,
 - Education, training, and job opportunities, and
 - The opportunity to continue to make valuable contributions
- Talent Acquisition Strategy



A Way to Affect Positive Outcomes

Training, education, employment and support

The Challenge Facing Our Veterans

- The war in Afghanistan is now the longest war in US history.
- There are currently 2 million post-9/11 veterans; over 230,000 more servicemembers separated in 2010.
- Upon their return from service, veterans will face tough economic conditions in the US.
- The skills they gained in the military get "lost in translation" when searching for work.
- Unemployment rates for veterans are higher than the national average for non-veterans: 20.9 percent of veterans ages 18 to 24 are unemployed; 12.6 percent of those between the ages of 25 and 34 are unemployed.*

**2010 Bureau of Labor Statistics Report.*



Opening Doors to Opportunities

Veterans offer a distinct set of qualities and skills that can translate to the corporate workforce—and add value to your organization. They're strong leaders and team players with core values such as integrity, loyalty and commitment. They have a proven ability to perform effectively under pressure. They understand the commitment to achieving organizational goals. They know that proper training leads to good results. And they are ready to train, ready to work.

Veterans Bring Value to Your Workforce

Corporations can benefit from the diverse wealth of knowledge and capabilities of the veteran population. We can give veterans opportunities to transfer their skills from the military into new careers in the corporate world.

To learn more about VETalent,
call (732) 299-5104 or
email veterans@wforce.org

Visit our website at www.wforce.org



A Workforce Opportunity Services program that provides training and career opportunities for veterans.



Put the
unique talents
of military
veterans to
work for your
organization.



The official sponsor of the VETalent program

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Training and Education - VETalent



- VETalent is a work/study program designed to provide training, career development and employment opportunities to transitioning veterans
- Veterans learn how to adapt their established skills to the workplace environment using a unique monitored, controlled and supportive development approach
- Successful completion of the program leads to a certificate awarded by a 4 year college or university
- Prudential is the lead sponsor of VETalent which is administered by Workforce Opportunity Services (WOS), a not for profit (501 C 3)
- WOS was founded by Dr. Art Langer (Columbia) about 5 years ago

VETalent Program Expansion

Desire is to expand the program to:



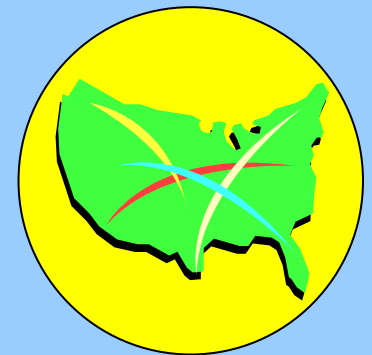
Involve more colleges and universities



Involve more corporations



Include disciplines beyond IT



Reach more areas of the country (especially those with large Veteran populations)



Supporting Veterans – VETnet



- Prudential's Military Veterans Network, VETnet, was launched in 2010 as an opportunity to further the professional development of Prudential associates
- VETnet's objectives include:
 - Complimenting other company diversity initiatives
 - Establishing a formal and informal mentoring and support network
 - Fostering relationships within the military veterans' community and within institutions of learning
 - Promoting partnerships with other like-minded organizations and veteran employee affinity groups



Employee Engagement and Education

VIDEO CLIP



Supporting Veterans – Best Practices

- Education for employees, managers and hiring managers
- Veterans Intranet site
- Mentor/mentee programs
- Health & Wellness and/or Employee Assistance Programs
- Employee Volunteerism and matching gifts programs