Veteran Onboarding Employer Checklist

Onboarding and assimilation is a critical first step for veteran employees. Human Resources and Diversity and Inclusion leads can collaboratively develop programs to support veteran engagement and retention. Consider the following to see if your company is applying industry best practices.

Does your company:

_____ 1. Match senior-level leaders with veterans to serve as mentors and/or sponsors for veterans who are entering in civilian roles for the first time?

_____ 2. Develop and implement Career Advancement programs that encourage newly hired veterans to converse with veteran leaders who have successfully navigated the career advancement process?

_____ 3. Train recruiters, managers, mentors, sponsors and coaches on veteran-specific concerns such as deployment, PTSD, family programs, benefits, etc. to provide in-house veteran employee assistance services?

_____ 4. Offer in-house or EAP counselors who have special training in veteran and military family challenges?

_____ 5. Help veterans learn about and leverage existing mental health resources through the VA and the Veterans Health Initiative (VHI) programs?

_____ 6. Empower and support the creation of internal military veteran employee networks and resource groups?

_____ 7. Prepare leaders of Employee Resource Groups (especially veteran ERGs) to be on the lookout to support those veterans recently transitioning from the military to the company through mentoring and conversations?

_____ 8. Develop special programs for National Guard and Reserve members and their families to support them during times of deployment?

_____ 9. Clarify for those employees who serve in the National Guard and/or Reserves their eligibility, job entitlements, employer obligations and/or benefits available to them when they are deployed?

_____ 10. Encourage new veteran employees to attend, connect and collaborate with other veteran networks and service organizations that build veteran communities?

_____ 11. Encourage non-veteran employee involvement in veteran ERG activities to help bridge culture, language, and knowledge gaps?

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