



“Veteran-Ready” Employer Assessment

By LtCol (Ret) Kathy Lowrey Gallowitz

April 7, 2022

Company Name: _____ Your Name: _____

Email: _____ Position: _____

1. What are the top three strengths of your company?

2. Are you personally connected to the military in any way? How?

3. Why do you want to hire Service members and Veterans?

4. How long have you been committed to hiring Veteran talent?

5. If you currently hire Service members and Veterans, what approaches do you want to improve?

6. Does anyone on your team serve *in the military* now? Yes___ No___

How many? _____

7. Do you have military Veterans on your team now? Yes___ No___

How many? _____

8. How do you support current Service members and Veteran employees?

9. Do you proactively source Veteran candidates? Yes___ No___

If yes, how are you doing it? If you aren't, why not?

10. How do you message to prospective military/Veteran talent?

11. Has anyone on your staff received military sensitivity or Veteran-hiring training? Yes___ No___ Who?_____

12. Does anyone on your hiring team use military skills translators?

Yes___ No___ Who?_____

13. Will your company hire Veterans with transferable skills and train them for the job? Yes___ No___

14. Do you offer benefits beyond compliance requirements? If yes, what?

15. Are you proactively recruiting military spouses? Yes___ No___

16. Does your company have:

- Veteran-Friendly messaging/designations on your website? Y___ N___
- Recruiting materials to attract Veteran talent? Y___ N___
- Strategies in place to source Veteran-talent? Y___ N___
- Goals for hiring and retaining Veteran talent? Y___ N___
- Veteran employees involved in resume review/interviewing of prospective Veteran talent? Y___ N___
- A employee on-boarding process for new Veteran hires? Y___ N___
- Career advancement pathways for all employees? Y___ N___
- Business/employee resource groups? Y___ N___
- Professional development for employees? Y___ N___
- External strategies to support Veteran community causes? Y___ N___
- Methods for up-skilling and/or re-skilling current Veteran employees to meet the demands of your future workforce? Y___ N___
- A Veteran-hiring program budget? Y___ N___
- An internal champion for your Veteran-hiring program? Y___ N___
- A reliable 24/7 Employee Assistance Program? Y___ N___
- Written job descriptions? Y___ N___
- An employee manual? Y___ N___
- Published mission statement and corporate values? Y___ N___
- Flexible work schedules? Y___ N___
- Remote work schedules? Y___ N___

17. If you responded “no” to anything in this assessment, which of these strategies are you willing to add to your company?

18. If you are not currently hiring Veterans, what concerns do you have about starting a Veteran-hiring program?

19. What else would you like for me to know?

Email survey to Kathy@VanguardVeteran.com for a complimentary 30-min. consultation.