



## Workplace Culture: Attracting & Hiring Veterans

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### **Why should you develop a more inclusive recruitment strategy for veterans?**

Hiring veterans can address the challenges of a skilled labor shortage and diversify your talent pool. You can tap into veterans' technical skills and leadership experience by adjusting your recruitment strategies to consider practical experience over academic qualifications.

### **Hiring veterans can benefit employers due to their:**

- Diverse skills sets.
- Experience with multitasking and time management.
- Strong work ethic.
- Teamwork, discipline, and adaptability.

### **Employers:**

- Gain access to a broader and highly skilled talent pool.
- Tap into unique skills and experiences to introduce new perspectives for problem-solving.
- Leverage distinct skills to improve organizational productivity and capacity for teamwork and innovation.

### **What else should you consider when recruiting veterans to bridge the military-civilian divide?**

- **Translate Skills** by hosting a workshop or provide resources to help veterans express how their military skills translate to current open roles.

- **Offer Support** by partnering with outside resources offering veteran training or internal resources to help veterans adjust to their new roles.
- **Increase Awareness** by shining a spotlight on veterans' contributions to your company through internal communication campaigns and referral contests.

Have questions? **The Richards Group** is here to help the *Brewers Association*.

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