

Why to consider hiring veterans

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When considering people for hire, it's always smart to scan the available veteran pool. You'll be amazed at the number of skilled and talented people who could certainly help your business or cause. Some are highly educated and some are simply the brightest, resourceful, and most loyal people you can count on during the most demanding of situations. (When others quit because it's too hot or cold or too tough or difficult, most veterans are just catching their stride.)

Now this doesn't mean any veteran is a fit for your place of employment. You have to screen all of your potential employees to ensure you hire the most “right” and “qualified” person for the job regardless of military service status. Some veterans may qualify and some won't.

During your hiring periods, don't get caught up in stereotypes about veterans. Yes, some veterans have a difficult time readjusting to civilian life due to the inordinate amounts of stress they experienced doing jobs most Americans would rather not or can't do. But don't hold this against them. They should be honored for the personal sacrifices

they made that give us the freedom to live the way we do. The good news is, with organizations like the Veterans Administration, they can get the help and treatment they need and be ready and able for employment when the time is right. And yes, there are some veterans who didn't quite cut it for military service. Either they didn't adapt to military life or they couldn't adhere to the service's demanding standards. But just because someone couldn't make it in the military, doesn't mean they wouldn't be a good employee in other capacities or places of employment.

A key factor in screening veterans for employment is knowing the status of their discharge from service. Veterans with honorable discharges should be your main focus. Other types of discharges are “red flags” and you'll need to carefully scrutinize those hiring candidates. A veteran's DD Form 214 will display his or her discharge status. To learn about the different types of military discharges and what they mean, go online to <https://va.org/forms-of-military-discharge/> and you can read about each one.

Just because veterans wear a common uniform in a common way, it doesn't mean they have a common

personality. Veterans possess unique personalities with different character traits throughout the ranks. People leave military service for various reasons and with varying degrees of experience, education, and effectiveness. If one of them is a great fit for your organization, then hire them!

A great many veterans are truly exceptional in their abilities to perform under pressure and with purpose. If you want someone who understands the concept of teamwork, discipline, and preparation, then target our finest men and women in uniform for employment. If you need an effective leader, then many are great candidates for that as well. Leadership training in the military is among the best offered anywhere. And their leadership experience? Well, let's just say they've led others during some of the most stressful, demanding, and dangerous situations--and you may need a leader just like one of them to fix, maintain, or propel your organization.

So avoid the stereotypes and evaluate each veteran's application and résumé in the same manner as you would for all other candidates. If a veteran is truly the most qualified candidate, then strike a deal and make the hire.

~ The End ~