



Overview of New England Tech Vets “Veteran Ready” Employer Education and Certification Program

Objective

Establish an on-line sustainable and scalable “Veteran Ready” employer education, certification, and hiring incentive program to strengthen veteran recruitment and retention among Massachusetts employers and expand access to New England Tech Vets (and its partners) veteran recruiting and support resources.

Program Overview

The New England Tech Vets “Veteran Ready” Employer Education and Certification Program is a partnership among the Massachusetts High Technology Council, Military Talent Group, Monster, National Defense Industries Association, and Home Base. Participation and certification is open to any interested employer including non-MHTC members.

Employers will be certified as “Veteran Ready” by NETV provided they meet certain criteria as detailed below.

NETV Veteran Ready Certification Requirements

New England Tech Vets will certify as “Veteran Ready” employers who evidence a commitment to veteran employment and retention through (1) organizational initiatives focused on veteran employees and their managers; (2) the completion of management training and education related to veteran employees and their families; and (3) evidence of material progress in hiring and retaining veteran employees.

(1) Employer Training and Education

Management representatives of an employer shall have completed all on-line courses and assessments required by the New England Tech Vets Veteran Employer Training and Education Program

(2) Organizational Level Veteran Hiring Initiatives

An employer’s organizational initiatives focused on veteran hiring initiatives may include one or more of the following without limitation:

- The existence of a formal Organizational Veteran Hiring Plan (OVHP), identifying active measures to recruit, hire, and retain veterans. (NETV can assist employers with the development of an OVHP.)

- The existence of a veteran employee affinity group or similar employer-supported mechanism to provide veteran employees and managers of veteran employees a mechanism for engagement and knowledge-sharing related to veteran employment issues.
- Evidence of a formal organizational, business unit or senior executive commitment to specific veteran hiring goals and milestones.

(3) Veteran Hiring and Retention

Employers shall provide data evidencing success and progress in hiring and retaining veteran employees through annual reports to NETV, including data related to the number of veterans and/or service members hired and retained.

Employer Education Content Detail

The content for the training will fall into 6 high level themes: Value of a Veteran, Military 101, Invisible Wounds of War, Recruiting Military Talent, Elements of Successful Onboarding, and Retaining Military Employees. Video content will be provided by MTG, and additional resources from content providers including Home Base and the Commonwealth of Massachusetts will be available.

Content Themes:

- **Value of a Veteran**
 - 5 reasons hiring a veteran is a win-win
 - Why veterans stay & why they leave
- **Military 101**
 - Army
 - Navy
 - Marines
 - Coast Guard
 - Air Force
 - Military culture
- **Invisible Wounds of War**
 - TBI: Fact Vs. Fiction
 - PTSD: Fact Vs. Fiction
- **Recruiting Military Talent**
 - Military occupations
 - Military awards
 - Reading and understanding military resumes
 - Making veterans feel comfortable in interview
- **Elements of Successful Onboarding**
 - Welcome aboard and orientation

- Setting expectations for success
- **Retaining Military Employees**
 - Military branding
 - ESGR

Program Logistics

Registration:

Users from each employer will be required to complete a registration form with their employer’s information as well as their personal company contact info in order to begin access to the training platform.

Process:

Once the user has been registered and given access, they will be guided through a series of videos. Participants will be prompted to take a short multiple-choice quiz after each episode. Quiz buttons can be found directly below each video box.

Once all videos have been viewed and quizzes taken, the internal team will validate the quiz results and verify all required content has been successfully completed.

NETV Veteran Ready Employer Education and Certification Project Team

Advisory Board

Massachusetts High Technology Council	Raytheon Company
Monster	Oasis Systems
Home Base	Wayfair
Military Talent Group	The Kraft Group
Massachusetts National Guard	The MITRE Corporation
NDIA	

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