

SHRM launches program to foster veteran hiring

The Society for Human Resource Management Foundation is spearheading a nationwide project to kick-start research on best practices employers can use to hire more military veterans.

Recent studies indicate that many veterans struggle during the transition from military service to the civilian sector.

In a SHRM survey, *Employing Military Personnel and Recruiting Veterans: What HR Can Do*, 60% of participating employers indicated they have experienced challenges related to hiring veterans due to difficulty translating military skills to civilian job experience. Forty-eight percent said veterans experienced difficulty transitioning from the structure and hierarchy in the military culture to the civilian workplace culture.

The SHRM Foundation has partnered with the National Association of Veteran-Serving Organizations on the multiyear project. Goals include:

- Identifying successful research-based practices currently in use
- Identifying ways that local SHRM chapters and state councils can make an impact on the employment and retention of veterans
- Bolstering business case arguments for investing in hiring veterans.

The military-affiliated USAA financial services company is sponsoring the project.