



YOUR RESOURCE FOR SUCCESS IN HIRING WOUNDED WARRIORS

By hiring a wounded warrior, you're not just giving back to someone who has sacrificed for our country, you're gaining a talented, trained professional with a strong background in leadership, technology, and resilience.

The Deputy Chief of Staff for Warrior Care and Transition (DCS, WCT) and Army Wounded Warrior Program (AW2) are here to help you make that possible. We have a wide variety of employment professionals throughout the country to support you in meeting your wounded warrior hiring goals. We can help you educate your team, set up internships, connect with transitioning Soldiers and employment-ready Veterans, and enhance retention once the Veteran starts work.

CONNECT WITH LOCAL WOUNDED, ILL, AND INJURED SOLDIERS, VETERANS, AND SPOUSES

Most HR officials who contact WCT are looking for wounded warriors they can hire in their local areas. WCT's team of dynamic professionals are available to support a variety of requests, including:

- **Transition Coordinators:** Located at Warrior Transition Units (WTUs) throughout the country, Transition Coordinators can help you connect with wounded, ill, and injured Veterans who recently transitioned out of the military and are looking for employment and Soldiers who anticipate transitioning soon and ready to start their employment search. Each Soldier who recovered in a WTU developed career goals through his/her personalized Comprehensive Transition Plan.
- **AW2 Advocates:** More than 200 AW2 Advocates located throughout the country currently support the Army's most severely wounded, ill, and injured—and more than 80% of this population are Veterans. These committed, non-medical professionals are plugged into their local communities and familiar with each local Veteran's situation and aspirations.
- **AW2 Career and Education Section:** If you're a larger organization with a larger number of open positions on a regional or national scale, the AW2 Career and Education Section can help you set up a preferred hiring process.

SET UP INTERNSHIPS WITH LOCAL WOUNDED WARRIORS

Many wounded warriors welcome the opportunity to complete internships during their recovery or shortly after their transition to bolster their resume and ease their transition to civilian life.

- **Transitioning Soldiers:** Local Transition Coordinators at WTUs can help federal agencies set up internships through Operation Warfighter, a federal program specifically for wounded warriors. Soldiers gain work experience during their recovery and contribute to the federal organization's mission while remaining on active duty.
- **Veterans:** Private sector organizations can use a variety of federal programs to set up internships for Veterans who have transitioned out of the military. The WCT Career and Employment Readiness Branch can educate you on the options that may work best for you.

BECOME A WCT PREFERRED EMPLOYER

- Identify a single point of contact
- Identify current job vacancies
- Attend a New Employer Education Briefing (may be over the phone)
- Identify mentors within the organization who can support the wounded warrior
- Be willing to expedite the hiring process
- Provide monthly updates on referrals WCT and AW2 makes to your organization

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ENHANCE RETENTION ONCE THE VETERAN STARTS WORK

The wounded warrior hire isn't a successful hire unless they stay employed and meet the objectives of their position. If challenges arise once the internship or job begins, WCT may be able to help facilitate a resolution at no cost to the employer.

- **Facilitating** a conversation with both the employee and the supervisor on shared expectations
- **Educating** the employer and employee on resources for reasonable accommodations
- **Involving** the severely wounded, ill, or injured Veteran's AW2 Advocate, who knows more about the Veteran's individual case history (as appropriate)

EDUCATE YOUR TEAM

WCT can help you and your team better understand the value and benefits of hiring a wounded warrior. Through one-on-one briefings and presentations for your organization, we can help your team by:

- **Explaining** how hiring wounded warriors helps federal agencies comply with two executive orders
- **Educating** HR officials and hiring managers on reasonable accommodations
- **Explaining** trends of common injury types, such as post-traumatic stress disorder (PTSD) and traumatic brain injury (TBI)
- **Dispelling** common myths about today's wounded warrior population
- **Providing** background on military culture so the supervisor can better understand the Veteran's expectations
- **Helping** you set up an expedited hiring process
- **Emphasizing** the importance of mentoring programs to help the Veteran fully integrate into your organization.

CONTACT US

- The first step to increasing your organization's hiring of disabled Veterans is to contact the Warrior Care and Transition. Contact us—we're here to help make this process easier.

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