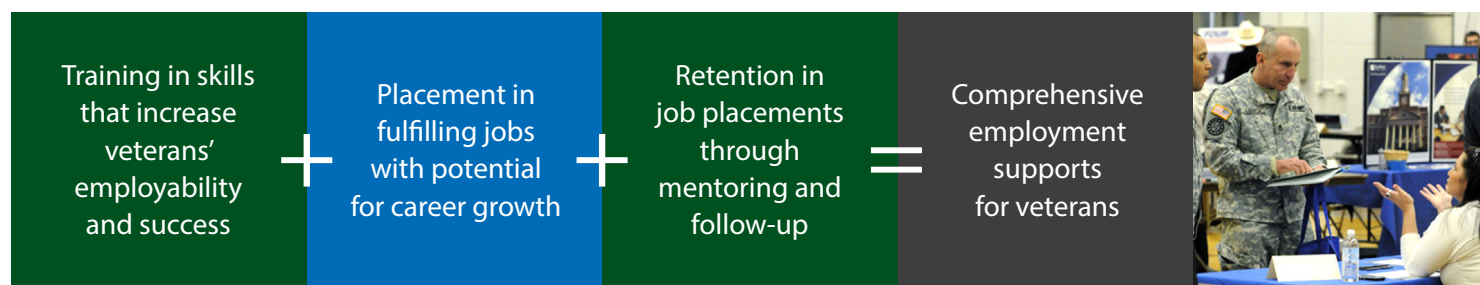


the Sillerman Center

FOR THE ADVANCEMENT OF PHILANTHROPY

EMPLOYMENT SUPPORTS FOR VETERANS: A Guide to High Impact Investments



Some 22 million US military veterans are living in civilian life. Unemployment and underemployment rates for veterans, particularly younger veterans, are higher than for non-veterans. Veterans have an unemployment rate of 8% compared with non-veterans at 5.5%. 61% of service members said that they were holding, or had held, a job that they felt was “beneath their skill

sets.” Veterans are less likely to hold bachelor’s degrees than non-veterans (although more likely to have high school diplomas*), and may experience barriers to employment in jobs requiring higher education or licensure, even when they held similar roles in the military. Veterans with physical or mental-health injuries face even greater barriers to employment.

Effective practices in veteran employment support:



Non-profits that build partnerships with corporations and other major employers play a key role in training, placing, and mentoring veterans.

Corporations can also make a direct impact by committing to training, hiring, and promoting veterans.

*U.S. Census Bureau. (2012) *How do we know? A snapshot of our nation's veterans*

For more information on veterans, please see the [2015 Veteran Economic Opportunity Report](#).

In order to be highly effective, non-profit leaders must be knowledgeable about the experience of American veterans. Misconceptions around the prevalence of poverty, drug addiction, and other problems among veterans can lead to the misallocation of time and resources. For example, rates of poverty and illicit drug use are lower among veterans than non-veterans. On the other hand, veterans are more likely to be unemployed, and abuse alcohol or prescription drugs than non-veterans.**



High impact employment support programs for veterans should:

- Recognize the skills and knowledge veterans already possess and facilitate the translation of military roles into civilian careers
- Partner with corporations and other employers to design training, placement, and mentoring opportunities
- Address individuals' pressing non-employment needs first or concurrently, either directly or through partnerships with other organizations and government agencies
- Use best practices for employment services, including vocational rehabilitation for individuals with disabilities
- Have a plan for financial sustainability that includes diversified funding streams
- Use data on veterans to target their programming most effectively, and collect program outcome data to improve existing practices and guide new initiatives

Additional Supports for Veterans with Disabilities May Include:

Financial assistance for, and help acquiring, adaptive technologies, accessible transportation, and medical devices

Mental health services, including counseling, medication, group therapy, addiction treatment, family therapy, or other supports

Aptitude testing, career exploration, trial work periods, and other methods of determining possible career opportunities

Many organizations aim to address needs of veterans and their families that are not fully addressed by government programs. Supporting veterans' mental and physical health, maximizing their community independence, and helping them explore new career fields can improve their employability and on-the-job success.

**Department of Veterans Affairs. (2015). *2015 Veteran Economic Opportunity Report*.
National Institute on Drug Abuse. (2013). *Substance Abuse in the Military*.

For more information please visit:

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