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**million**

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**VETERANS EXPECTED  
TO TRANSITION INTO  
THE WORKFORCE IN  
THE NEXT 4 YEARS**

## Solutions for Success

There is a unified effort across the country to attract Veterans back to the civilian workforce.

“Without effective transition assistance, many former military members could join the ranks of more than half-a-million veterans who are already unemployed.”

(U.S. Bureau of Labor Statistics, July 2015)

Consequently, organizations, schools, and communities are increasingly interacting with, and making commitments to support Veterans as they re-integrate into civilian life. As a society, however, statistics through unemployment rates, criminal records, and suicide rates show that we have a lot to learn. Simply making the commitment isn't enough.

**BelKat Solutions can help you support our Veterans!**

## Our Story

began four years ago, while sharing stories of our work projects. Linda's project was working with Veterans and transitional issues that Veteran's face. Kathy had a young Veteran on her team that communicated struggles with PTSD and realized that, as a leader, she did not have the information or the skills to effectively support and develop this young Veteran. As we began to interview other leaders, we found the same concern as a result of this gap in knowledge. We also realized that there was little information available for leaders to learn more about this demographic, as well as existing skill building opportunities for these leaders.

The next step was inevitable, and together we created BelKat Solutions (Bel for Belinda...Kat for Kathy) with the commitment to making a difference by increasing knowledge about this new emerging demographic.



belkatsolutions

**Get in touch**

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Engage  
Foster &  
Retain our  
**Veterans**



# Supporting Veterans in the Workplace

A GUIDE FOR RETAINING A VALUABLE RESOURCE

# 4 hour workshop

GAIN SKILLS & KNOWLEDGE & UTILIZE DIAGNOSTIC TOOLS TO IMPLEMENT STRATEGIES

## Retaining Veterans

Has your organization committed to hiring Veterans?

The returning Veteran is a unique person with skills and qualities, yet most Veterans face challenges upon their return to the civilian workforce. Understanding more about these workers, the military culture they were exposed to, the conditions they faced while on active duty, and the challenges they face upon their return helps you realize and utilize the benefits this diverse demographic brings to your organization.

Is your organization ready? BelKat's course prepares your Leaders to successfully manage, engage, develop and retain this emerging and growing group of workers.



## Participants



This course is for anyone who has the responsibility of integrating Veterans into the workforce, including Human Resources personnel and entry level, mid-level, and senior managers.



"Loved the workshop! It made me think of things I had never considered in the past." Renee: Senior Director

"Very motivational resource. Really opened my eyes to the Veteran's needs. I highly recommend every company to implement this process. Thank you, BelKat!" Denise: Registered Nurse

## Course Objectives

Describe the value of engaging and retaining Veterans into an organization

Identify the significant differences between Active Duty and Guard/Reserve in the Armed Forces

List the characteristics of the global war on terrorism since 2001

Define "deployments" and describe the potential physical/mental impacts to Veterans

Define the signs and symptoms of the mental and physical impact of combat

Identify elements that help to ensure a successful environment for Veterans

Describe the seven attributes Veterans bring to your organization as a result of their military experience

Identify transition strategies to support engagement and retention of Veteran employees