

At Your Service

Snapshot of Service

Building Employer Relationships

HVRP grantees are the experts at building and maintaining strong employer relationships to help homeless veterans get and keep good jobs. These programs help bring together all needed elements in a successful employment relationship: job-seeker, employer, and training programs to match the job seeker to available options with the employer. From hosting events to follow-up check-ins, job developers across the country have found unique and useful ways to meet the needs of local employers.

Easter Seals Oregon invites employers to visit their program, tour its operations, and witness first-hand the work it does for veterans. As Catherine Todd explains, these visits help establish relationships for future engagements. Easter Seals also participates in the local Business Advisory Council. The Council, comprised of social service agencies and employers, assists with veterans' employment. Ms. Todd has found the Council to be a useful avenue for promoting the value and benefits of hiring veterans.

In Denver, Tammy Bellofatto of the Colorado Coalition for the Homeless (CCH) has established strong employer partnerships by engaging these employers in non-traditional settings with local partners. One example of this approach is an employer breakfast which brings employers, social service agencies, and the criminal justice system together to discuss challenges and solve problems. Open communication in these forums helps employers to better understand the many commitments homeless veterans must juggle to support their successful reintegration. As a result, employers are often more understanding and flexible.

Successful HVRPs know that employer engagement does not end once a veteran is placed in a job. Ongoing communication and support are essential. Ignacio Leija of American GI Forum NVOP explains their two-pronged approach to follow-up, which includes both employers and veterans. All employers are contacted monthly by NVOP staff to determine employment status of veterans that have been placed at those employers. If the veteran is no longer employed, the case manager is notified and follows up with the employer and veteran. Case managers also reach out directly to veterans on a monthly basis to discuss job status and address potential issues. Darryl Harper of Career and Recovery Resources contacts employers at least once a month and encourages employers to reach out at any time if they or the veteran need additional assistance.

Successful job placement requires ongoing communication and support for employers. ***By building strong employer relationships, HVRP grantees can provide employment opportunities for current and future veterans.***