



**NATIONAL COALITION *for* HOMELESS VETERANS**

***At Your Service***

**HVRP Grantee Best Practices**

## **Using On-Site Visits to Support Placement**

Successful employer development is vital to placing veteran clients placed into meaningful employment relevant to their career interests. In order to accomplish this, an HVRP must strengthen relationships with community businesses and educate employers about the benefits of hiring veterans. As more veterans obtain and retain employment, the relationship between employer and HVRP will deepen.

On-site visits with employers are another way of building a relationship with an employer while also gaining a greater understanding of their needs. Doreen Straka of Jericho Project believes that their on-site visits help them to successfully place veterans into stable employment. “We’ve also started to do some extensive pre-screening sessions where our job developers have gone out to the employers, they’ve seen the employers in person, they’ve gone out to the warehouse floor, walked around, whatever it might be.” Having interpersonal contact with employers remains an additional component of building strong relationships where they matter most. There is the ability to “really get to know the employer at a deeper level” by doing this, explained Straka.

On-site visits are helpful for the consumers as well. Straka also noted that through in-person visits to a job site, “we’re able to sell that employer to a job seeker as well as just explain what that employer is looking for.” HVRPs should strive to satisfy both parties: the job seeker and the employer. For veterans with limited experience or long gaps in their work history, on-site visits can build realistic and reasonable job expectations.

For the job seeker, workplace role and environmental fitness are key factors. Jericho Project realized that through on-site visits, a veteran can gain insight on an organization, their role in that organization, as well as workplace conditions. By bringing veterans to these sessions, usually lasting three to four hours, Straka says “that larger group process--where they’re really hearing about the employer and what it’s like to work there, possibly bringing in other people that we’ve placed there that are working there if we can—that’s just proved to be tremendously helpful to us.” Individual interviews are also conducted at this time, ensuring individual attention for present veterans. These meetings can help to provide everyone with an increased sense of overall job fitness, and thus lead to better outcomes.