



KDG SUPPORT

..... FRACTIONAL HR

Strategic Advantage: **Leveraging Veteran and Military Spouse Talent**

HR Virginia - 2024





About KDG Support

Founded in 2020, KDG Support is a full-service fractional HR provider focused on small businesses. Anchored in compliance, payroll, and recruiting we build custom solutions for businesses to fit their individual needs.

Katie's Profile

- 11 Years experience as a Navy Spouse
- 20+ years of HR, payroll, and finance
- MBA from Regent University
- Global HR Experience



Why am I here?

- Over 100 Veteran's Placed in jobs and careers
- Mentor of more than 200 Military Spouses and Veterans

Setting the Agenda

Introduction

Brief Overview and Goals

Value of Veteran and Military Spouse Talent

Key Skills and Strengths

Strategies for Integration

Flexible Work Options

Mentorship and Development Programs

Recognition and Support Networks

Implementation and Best Practices

Inclusive Culture and Policies

Success Stories

Conclusion and Call to Action

Summary and Next Steps

Q&A Session

What is a Veteran?

The Department of Veteran Affairs defines a veteran as: "a person who served in the active military, naval, or air service, and who was discharged or released therefrom under conditions other than dishonorable."

Functional Categories

Active Duty

Reserve/National Guard

Retired

Separated



VETERANS Ending of Service



Performance

Highly ethical individuals with very intense and prescriptive leadership training. Most are pressured into accepting low paying and unskilled jobs.



Assist Recruitment & Training

80% of Veterans leave the military without a job.
75% of Veterans are not getting assistance with finding a job.



Ticking Clocks

44% leave their first post-military job in under a year.
65% leave in under 2 years.



Digging For Top Comradery

Team mentality.
Enhanced Outreach.
Creative Assistance.



What is a MilSpouse?

We are the spouse of an active duty, reserve, retired, separated, current and/or former veteran. We are over achieving, driven, and devoted individuals who want to make a difference.

Endless Pool

578,000 spouses of only active-duty service members according to the DOD in 2022.



Smarties

89% of MilSpouses have a college degree and 15% of them have an advanced degree.



Tenure Rates

Bureau of Labor Statistics shows the average tenure of a regular employee is 4 years .



Military Spouses During and Post Service



Aligning Employees

Establish a supportive workplace culture that promotes mentorship and integration for military spouses.

- MENTORSHIP PROGRAMS
- COMMUNITY BUILDING
- SKILL MATCHING



Developing Specific Job

Adapt job roles and responsibilities to accommodate the unique needs of military spouses, including deployment schedules and relocations.

- FLEX WORK
- REMOTE WORK
- TEMP ASSIGNMENTS



Creating Measurable Performance

Give us goals! Establish clear, achievable goals that account for the flexibility military spouses may need, ensuring fair evaluation and recognition of their contributions.

- FEEDBACK LOOPS
- RECOGNITION PROGRAM



Defining Job Development Plans

Support the career development and growth of military spouses, recognizing their loyalty and potential for long-term contributions.

- PERSONAL DEVELOPMENT
- SKILL DEVELOPMENT
- LONG-TERM CAREER MAP

Benefit to Employers



Adaptability and Resilience

Military life is all about change and adaptation. Veterans and milspouses are accustomed to navigating new environments, roles, and challenges regularly.



Leadership and Teamwork

The military instills strong leadership and teamwork skills from an early stage. Veterans often have experience leading teams under high-pressure conditions, displaying decisiveness, accountability, and the ability to inspire and motivate others.



Discipline and Work Ethic

Veterans and milspouses are known for their strong discipline and exceptional work ethic. Their military experience has taught them the importance of integrity, dedication, and setting high standards for their performance.



Strategic Thinking and Problem-Solving

Military training emphasizes strategic thinking and effective problem-solving under pressure. Veterans and former service members are skilled in assessing situations, identifying potential solutions, and implementing strategies that mitigate risks and capitalize on opportunities.

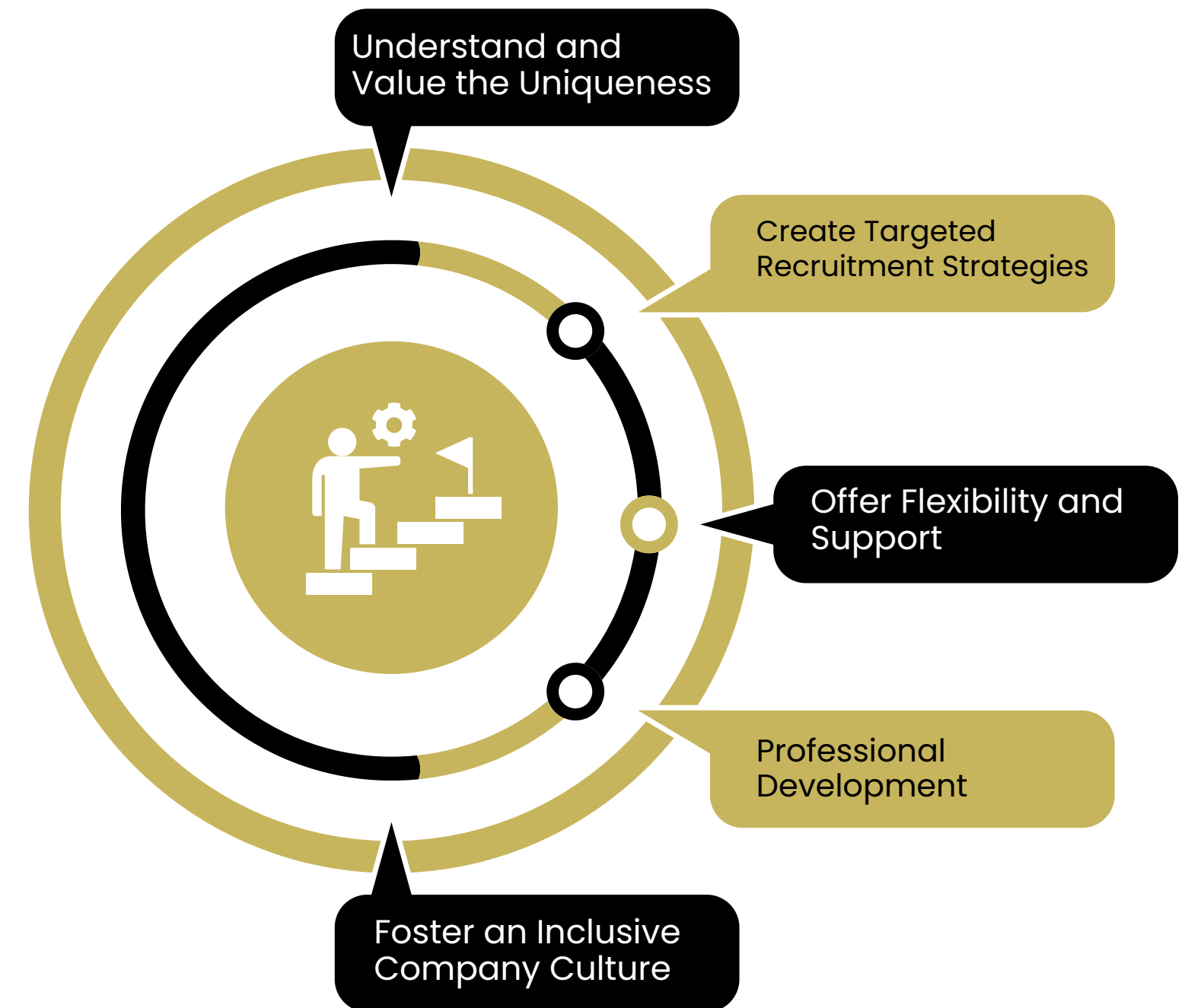


Global and Cultural Awareness

Many veterans and milspouses have had the opportunity to live and work in diverse cultural settings around the world. This exposure gives them a broader perspective on global markets, cultural sensitivities, and the ability to interact effectively with people from various backgrounds.

Steps for Success

Companies can harness the exceptional skills of veterans and military spouses by acknowledging their unique experiences, like leadership and adaptability, and tailoring recruitment to attract this talent. Offering flexible work options and support networks addresses their lifestyle needs, while professional development and an inclusive culture that celebrates military service integrate and maximize their contributions. This approach enriches the company with diverse and resilient employees, requiring a commitment across the organization to effectively support and leverage their talents.



Where can you find Veterans and MilSpouses?

Government Agencies

Veterans' Employment and Training Services (VETS) launched a dedicated portal for MilSpouses along side their Veteran Portal.



Not-for-Profits

Hiring Our Heroes, Military OneSource, Military Spouse Employment Partnership, Hire Heroes USA, Onward to Opportunity, Leave No Veteran Behind, Wounded Warrior, Veterans SourceAmerica, Hire Veterans to name just a few!



State Resources

Virginia Values Veterans (V3), Veterans Florida, NCWorks, DC Does, MD DVA Program - Almost any state has them.



On the WWW

They are applying to your roles, they are on LinkedIn, Indeed, and in your local community groups.



Employment Success

Acknowledge Unique Skills

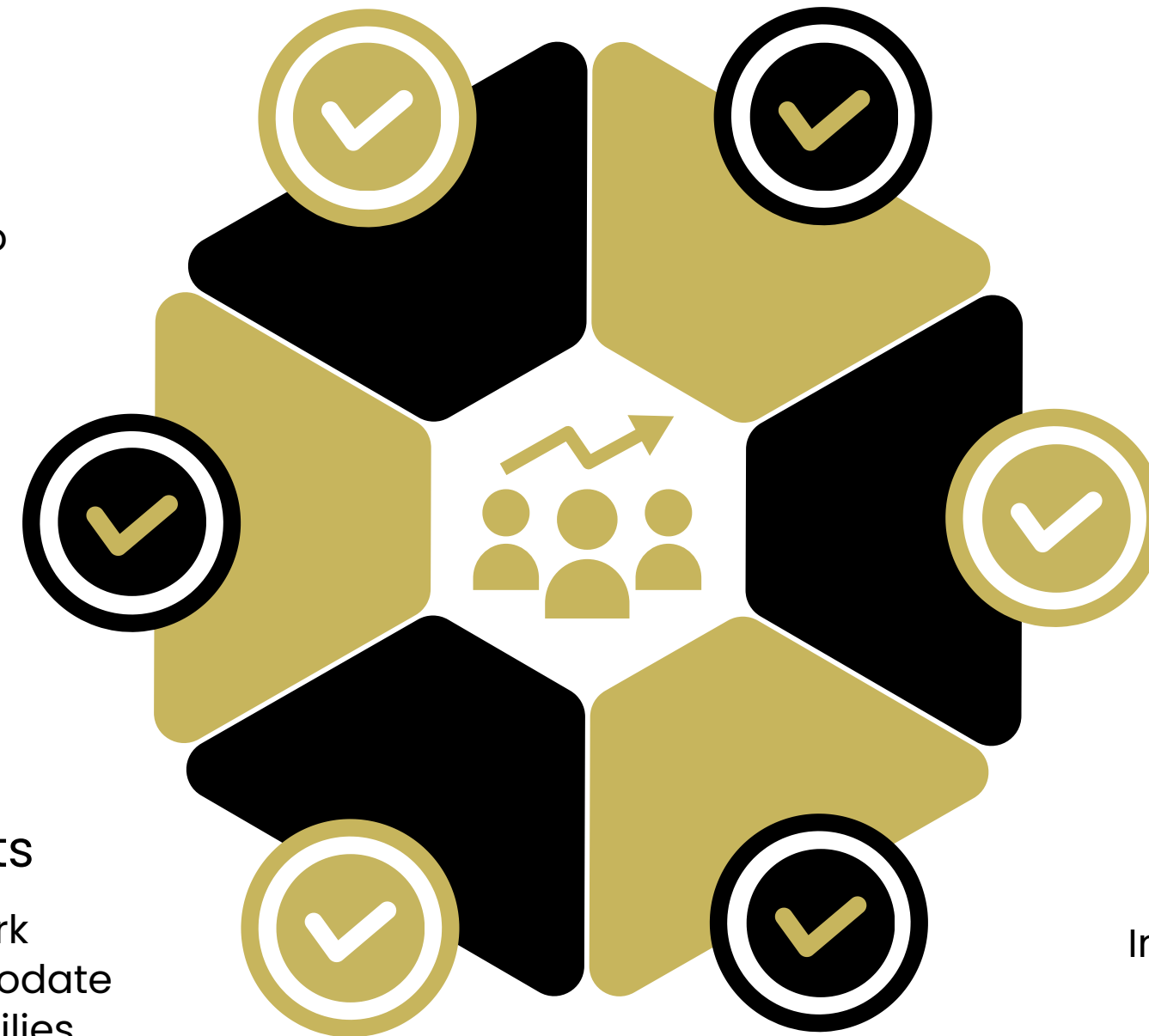
Recognize the distinct skills veterans and milspouses bring, such as leadership, adaptability, and resilience, and find ways to leverage these in the workplace.

Tailor Recruitment Strategies

Develop targeted recruitment efforts that speak directly to veterans and milspouses, highlighting the alignment between military experiences and company needs.

Provide Flexible Work Arrangements

Offer flexibility in work schedules, remote work options, and supportive policies to accommodate the unique challenges faced by military families.



Foster Professional Development

Create opportunities for growth and advancement through tailored professional development programs, mentorship, and recognizing military skills and training.

Build a Supportive Culture

Encourage an inclusive and supportive workplace culture through regular inclusivity training, support networks, and recognizing the contributions of veterans and milspouses.

Celebrate Military Service

Integrate recognition of military service into the company culture through celebrations and acknowledgments, reinforcing the value of veterans and milspouses to the organization.

Meet Our Best Team



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