



# “Veteran-Ready” Employer Assessment

By LtCol (Ret) Kathy Lowrey Gallowitz

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Company Name: \_\_\_\_\_

Name: \_\_\_\_\_ Position: \_\_\_\_\_

**1. What are the top three strengths of your company?**

\_\_\_\_\_  
\_\_\_\_\_

**2. Are YOU connected to the military in any way? How?**

\_\_\_\_\_  
\_\_\_\_\_

**3. Why do you want to hire Service members and Veterans?**

\_\_\_\_\_  
\_\_\_\_\_

**4. How long have you been committed to hiring Veteran talent?**

\_\_\_\_\_  
\_\_\_\_\_

**5. If you currently hire Service members and Veterans, what approaches do you want to improve?**

\_\_\_\_\_  
\_\_\_\_\_

**6. Does anyone on your team serve in the military now? Yes\_\_\_ No\_\_\_**

How many? \_\_\_\_\_

**7. Do you have military Veterans on your team now? Yes\_\_\_ No\_\_\_**

How many? \_\_\_\_\_

**8. How do you support current Service members and Veteran employees?**

\_\_\_\_\_  
\_\_\_\_\_

**9. Do you proactively source Veteran candidates? Yes\_\_\_ No\_\_\_**

If yes, how are you doing it? If you aren't, why not?

\_\_\_\_\_  
\_\_\_\_\_

**10. How do you message to prospective military/Veteran talent?**

\_\_\_\_\_  
\_\_\_\_\_

**11. Has anyone on your staff received military sensitivity or Veteran-hiring training? Yes\_\_\_ No \_\_\_ Who?\_\_\_\_\_**

**12. Does anyone on your hiring team use military skills translators?**

Yes\_\_\_ No \_\_\_ Who?\_\_\_\_\_

**13. Will your company hire Veterans with transferable skills and train them for the job? Yes\_\_\_ No\_\_\_**

**14. Do you offer benefits beyond compliance requirements? If yes, what?**

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**15. Are you proactively recruiting military spouses? Yes\_\_\_ No\_\_\_**

**16. Does your company have:**

- Veteran-Friendly messaging/designations on your website? Y\_\_\_ N\_\_\_
- Recruiting materials to attract Veteran talent? Y\_\_\_ N\_\_\_
- Strategies in place to source Veteran-talent? Y\_\_\_ N\_\_\_
- Goals for hiring and retaining Veteran talent? Y\_\_\_ N\_\_\_
- Veteran employees involved in resume review/interviewing of prospective Veteran talent? Y\_\_\_ N\_\_\_
- A employee on-boarding process for new Veteran hires? Y\_\_\_ N\_\_\_
- Career advancement pathways for all employees? Y\_\_\_ N\_\_\_
- Business/employee resource groups? Y\_\_\_ N\_\_\_
- Professional development for employees? Y\_\_\_ N\_\_\_
- External strategies to support Veteran community causes? Y\_\_\_ N\_\_\_
- Methods for up-skilling and/or re-skilling current Veteran employees to meet the demands of your future workforce? Y\_\_\_ N\_\_\_
- A Veteran-hiring program budget? Y\_\_\_ N\_\_\_
- An internal champion for your Veteran-hiring program? Y\_\_\_ N\_\_\_
- A reliable 24/7 Employee Assistance Program? Y\_\_\_ N\_\_\_
- Written job descriptions? Y\_\_\_ N\_\_\_
- An employee manual? Y\_\_\_ N\_\_\_
- Published mission statement and corporate values? Y\_\_\_ N\_\_\_
- Flexible work schedules? Y\_\_\_ N\_\_\_
- Remote work schedules? Y\_\_\_ N\_\_\_

**17. If you responded “no” to anything in this assessment, which of these strategies are you willing to add to your company?**

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**18. If you are not currently hiring Veterans, what concerns do you have about starting a Veteran-hiring program?**

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**19. What else would you like for me to know?**

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***Please complete the survey & email to [Kathy@VanguardVeteran.com](mailto:Kathy@VanguardVeteran.com)***