

Want To Hire Veterans For Your Small Business? Read This First



Image via [Pexels](#)

Boeing, Lockheed Martin, and J.P. Morgan Chase are three of the most successful companies in the United States. One thing they have in common: They have outstanding [veteran hiring initiatives](#). Veterans wrote a blank check to every person in this nation when they enlisted, but sadly, many find it difficult to earn a paycheck when they leave active duty. If you are considering hiring veterans for your business, here are some things to keep in mind, brought to you courtesy of [Lacey Veterans Services Hub](#).

Understand the benefits.

According to US Veterans Magazine, there are a plethora of business benefits associated with [hiring veterans](#). Veterans are team players, dependable, and organized, and they are also adventurous and used to working under stress. If your job involves travel, they are already used to that. If you're looking for someone to stay stationary, many veterans are happy to settle down. They are natural leaders and can adapt quickly to a changing working environment.

Draft an appropriate job description.

The Spencer James Group has a seven-step process for hiring. One of these is to ensure that your job description is written for the job and to target the right candidate. When targeting veterans, make sure that your description uses relatable language and highlights the skills and experience they are likely to have that are relevant to the position. It can help to get to know Military Occupational Specialties, which [are categorized](#) by general role. This might be administrative, communications, construction, electronics maintenance, food service, or any other number of roles.

Offer grace.

There is no doubt that your future veteran employee will adapt to their role within your company. But also keep in mind that, if this is their first post-service job, they are experiencing many changes at once. This can sometimes be a bit of a [culture shock](#), and there can be a steep learning curve. Talk to your new hire about their transition plan, and don't be shy about offering extra days off, moving assistance, or even paid counseling for the first six to 12 months as they acclimate to their new environment.

Utilize your veterans to help you recruit other veterans.

Once you hire your first veteran, you'll soon realize why they make valuable employees. Allow their expertise in both the military and your business to work to your benefit. Your veteran employees can help you screen new veteran recruits and make better hiring decisions based on military experiences that you may not fully understand.

General Business Tips:

- **Reduce your personal liability by establishing an LLC.** A limited liability corporation is not a paperwork-intensive legal structure and it leaves you management flexibility for later. Each state has different rules, and you can sidestep expensive lawyer fees by researching these and using an online formation service. You'll also need to learn more about how you file your annual report in Washington.
- **Get to know federal employment laws.** While there is nothing wrong with targeting veterans, you cannot have an exclusive employment policy. This can be viewed as [discrimination](#).
- **Compensate your employees well.** Employees who feel that their time and expertise are respected are more likely to work harder and be more loyal than those who are obviously undervalued.
- **Hiring veterans is a smart choice on many levels.** But there are a few nuances to the process that may not apply to life-long civilians. By understanding the benefits — and challenges — of adding former active military men and women to your business, you will be able to make better hiring decisions and be a better boss to those veterans that will soon make up the backbone of your workforce.

Hiring veterans for your business could be the best decision you make. Make sure you learn more about how veterans can contribute to your company, and use veterans on your staff to recruit more veterans. You can also connect with [Lacey Veterans Services Hub](#) to learn how you can help veterans find employment.