



Mission Ready Talent Update



May 2025

MILITARY HIRING RESOURCE GUIDE FOR EMPLOYERS



LET'S WORK TOGETHER TO START YOUR VETERAN HIRING INITIATIVE!

Welcome Note

Welcome to the May 2025 edition of "Connecting Heroes to Careers." This newsletter is designed to provide employers with the latest techniques, tactics, and resources to help them attract, hire, and retain top veteran and military spouse talent. Our mission is to ensure your hiring program is equipped with the best strategies, resources, and information available. This month FMI is proudly highlighting Military Appreciation Month.

Building a strong military hiring program starts with a well-defined Military Recruiting strategy. Engage your entire organization, from top leadership to recruiters, to ensure a unified approach and sponsorship. Current veteran employees can be your best ambassadors when trying to leverage Veteran employees. Implement a Veteran Referral Program to incentivize them to bring in other military talent. Recognize their efforts with military-themed rewards like challenge coins or gift cards.

Techniques and Tactics for Hiring Military Talent & Spouses

How to Motivate Employees: Through Purpose and Recognition

A motivated team is a productive team. Recognition, growth opportunities, clear communication, and a sense of purpose all go a long way. Small gestures like a simple "thank you" can make a big impact. To foster motivation, employers can focus on meaningful recognition like clear career development paths, and consistent communication. When employees understand how their work contributes to broader goals and feel appreciated for it; they're more likely to stay engaged and perform at their best. Employee motivation and morale are closely linked to performance, retention, and overall workplace satisfaction. According to a Gallup study, highly engaged teams show 21% greater profitability. Effective recognition programs, such as peer-to-peer shoutouts, monthly recognition awards, and milestone celebrations can significantly boost morale. When employees understand how their work contributes to broader goals and feel appreciated for it, they're more likely to stay engaged and perform at their best.

*-TEAM FMI - WE SERVE!
THANK YOU!*

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LINK TO
COMPLETE
OUR
EMPLOYER
INFORMATION
FORM

Spotlight: Military Appreciation Month

May is Military Appreciation Month — a time to honor the bravery, sacrifice, and dedication of the men and women who serve and have served in the U.S. Armed Forces. Throughout the month, we recognize their contributions to our nation's freedom and security, and express our heartfelt gratitude for their unwavering commitment. Looking for ways to highlight your Veteran employees? Here are a few ideas: Spotlight Veterans - Feature veteran employees in newsletters, intranet posts, or on company social media (with their permission), highlighting their service and contributions to the team. Say "Thank You" Personally - Sometimes the simplest gesture goes the furthest. Encourage managers and team leaders to express their appreciation directly. Custom Military Coins or Pins - Give commemorative coins or pins with your company logo and a thank-you message. Veteran lunch or coffee hour, host a casual event where veteran employees can connect and share stories if they're comfortable.

Featured Hiring Resources

Resources:

- US Army PaYS Program
- US Army COOL Program
- Military Spouse Employment Partnership (MSEP)
- U.S. Army Reserve's Private Public Partnership (P3) program
- National Guard Transition Assistance Advisors (TAAs)
- Institute for Veterans and Military Families (IVMF)
- Department of Labor Veteran Hiring Guide

Forward March Inc. Services:

- Military Talent Services
- Military Hiring Guide
- Military 101 Events
- Military Marketing Plans
- Camouflage to Corporate Events
- Elite Leader Training & Team-building

Interested in starting or expanding your military hiring program?

We're here to help. Contact us and we'll send you an information packet to guide you through the next steps. pvolpe@fmi.vet

Upcoming Career Events

Ft. Cavazos / Bernalillo County Hiring Workshop- Ft. Cavazos, TX

Thursday, May 15, 2025

Ft. Cavazos Spouse Hiring Event

Wednesday, May 21st, 2025; 9a - 2p CST

C2C Employer Workshop - Kansas City- Worth Harley- Davidson, Kansas City, MO

Wednesday, June 25th, 2025; 9:00am- 12:00pm & 1:30pm- 5:30pm CST

Hiring Our Heroes Ft. Riley Career Summit

Tuesday, June 10th, 2025; 1:30p - 4:30p CST

Ft. Cavazos MEGA Career Fair

Tuesday, June 17th, 2025; 10a - 3p CST

C2C Employer Workshop - Ft. Cavazos

Thursday, July 17th, 2025; 10a - 3p CST

***VetNets** are FREE virtual events hosted by Forward March Inc. on Google Meets. If you would like your industry or business to be featured, please contact us!

If you have any questions regarding these events, please contact Griffin Monley at gmonley@fmi.vet.