

Serving Those Who Have Served: How Veterans and Employers Engage During the Career Readiness Process



Susan Keough
Associate Director of Employment Services
Texas A&M University Career Center

Agenda

- Student Veteran vs Traditional Students
- Student Veteran Strengths
- Internships
- GPA Requirements
- Connecting with Student Veterans
- Veteran Friendly Indicators



How Student Veterans are Different

- **Older: 27 (U/G) & 32+ (Grad)**
- **Married/Families (40%)**
- **Still Serving (30%)**
- **Combat (55%)** (17% have 20+ months deployed)
- **Transfer Student (70%)**
- **Time in Service (5+ years average)**



How Student Veterans are Different

- **Multiple Transitions**
 - **“Sandbox” to Home & Family – A process; not an event**
 - **Becoming a civilian & a student**
 - **Now unemployed**
 - **College to Workforce** (much older than “Traditional Students”)



Student Veteran Strengths

- **Leadership Skills**
- **Collaboration**
- **Respectful of Leadership**
- **Interpersonal Skills/Team Player**
- **Comfortable with Diversity**
- **Mature and Disciplined**
- **Diverse Experiences**
- **Focused on Achievement & Success**
- **Goal/Mission Oriented...They just know how to “get things done!”**



Unique Experiences & Strengths

- **Reliable Work Ethic**
- **Motivated Productivity**
- **Comprehensive Communication Skills**
- **Core Values**
- **Planning & Organization**
- **Respect for Procedures**
- **Ability to meet deadlines & handle stress**
- **They take their responsibilities seriously**



Internship Decisions

- Internships
 - Family/Financial Friendly?
 - Educational Benefit Timelines
 - What's your opinion...?

...With prior work experience, do veterans benefit by completing your internship?

...How do you want them to come in?

- Campus Recruiter or Experienced Hire



Let's talk about Grades

Do you have a minimum GPA requirement?

- A couple of cases to consider...
 - Smith...a senior with a 2.7 – Hire him?
 - Freeman...a new junior with a 2.9 – Intern?
- “Take Away”
 - GPA doesn't always tell the whole story
 - Some of the best potential candidates won't get through the “Resume Filters”
- How do we address this?



Connecting with Student Veterans

- **Timing is KEY!**
 - **Academic Cycles**
 - **“Non-Traditional Student” Time Demands**
- **Leverage Other Events**
 - **Career Fairs**
 - **Campus Visits**
 - **Aggie Veteran Network (AVN)**
 - **Tailgates**
- **TAMU Student Veteran Association**



“Veteran Friendly” Indicators

- **Resume & Interview Workshops**
- **Internships (Family/Financial Friendly?)**
- **Academic Considerations**
- **“On-Boarding” Program**
- **Corporate Veteran Network/Mentoring**
- **Web Page “Veteran Link”**
- **Company Training About Military**
- **ERGs**
- **What do you do “differently?”**



Questions?

Susan Keough

Associate Director of Employment Services

Texas A&M University Career Center

skeough@tamu.edu

