SHRM HireVets: Product Demo Q&A

Q: What is the cost of this product?
A: SHRM HireVets is $249 for 30 calendar days of access.

Q: What is the length of access?
A: Access is granted for 30 calendar days.

Q: Can I buy more than one month at a time?
A: Currently HireVets is only available as a monthly purchase. To continue using HireVets after your first 30 days, please purchase another 30 days at shrm.org/hirevets. In the future we hope to have a multi-month purchase option.

Q: Is there a free trial offer?
A: No. Even just a one-day free trial would provide all the same candidate information that the paid service provides so a free trial is not possible.

Q: How do I know if there are veterans available to my business location?
A: You can search our database based on your zip code to determine if there are veterans in your area currently looking for employment.

Q: How do I know that there are candidates that match my job openings?
A: HireVets has a nationwide database of over 200,000 veterans that grows by the thousands every month.

If you are interested in a general number of positions by zip code and industry, email Linda Hahn at hirevets@shrm.org and a report can be pulled of the number of possible candidates in those search parameters.

Q: What is the return policy?
A: Sales of SHRM HireVets are final.

Q: Can I specify what qualifications/degrees are needed?
A: Yes. You can do an advanced search for degrees required.

Q: Is the HireVets product more for professional/labor-related positions? Would it be useful for entry-level retail sales/cook positions?
A: With a database of over 200,000 candidates, it is possible to fill entry-level and food service positions.

Q: How can veterans be contacted? Is all their contact information provided on their resumes?
A: Veterans provide their contact information in their respective resumes.

Q: Does a candidate's contact information remain valid after they leave the military?
A: Yes. HireVets requires that a candidate sign up with a non-military email address so that they can be contacted at any time.

Q: What candidate search criteria can I use?
A: Available fields for candidate search include: Keyword/Job Title, Location (zip or city/state) and radius, degree earned, years of experience and security clearance.

Q: What are the backgrounds and locations of the veterans in this database?
A: Veterans within our database come from all different backgrounds nationwide.

Q: Do veterans register themselves as well as others looking for employment?
A: Veterans and their spouses register on the HireVets site. These veterans register to find employment, build their resume, improve their skills, and/or connect with mentors.

Q: Is there a specific field of expertise/industry that this database targets (i.e.: computer engineers vs. hospitality)?
A: Our database has a large number of veterans with experience in many different fields. The most prominent skill sets in our database are:

Transportation - 19%
Information Technology - 18%
Manufacturing/Operations - 17%
Defense Industry - 15%
Construction/Skilled Trade - 15%
Accounting/Finance – 13%
Security/Law Enforcement – 12%
Health Care - 10%

Q: Are there specific regions of the US that the candidates are located?
A: Our database includes large numbers of veterans from across the country. The top ten states where veterans in our database come from are:

Texas – 10%
California – 7%
New Jersey - 7%
New York - 7%
Florida – 6%
North Carolina – 5%
Georgia – 4%
Pennsylvania - 4%
Illinois – 3%
Tennessee – 3%

Q: How does the database remain current?
A: When a veteran has not logged into our site within 90 days, their profile is automatically hidden from any candidate searches or matches.

Q: Are veterans removed from the database once they are no longer seeking employment?
A: Veterans are not completely removed from the system, however they are hidden from any results after 90 days of inactivity.

Screen shot of the Candidate search feature:

Q: Can I search for a candidate with an existing security clearance?
A: Yes. You can select "security clearance" as a search parameter in Advanced Options.

Q: What is the Candidate Matching feature?
A: To find candidates that match your job opening, HireVets includes a candidate matching feature. You can post details of open positions at your company and the HireVets intelligent system will read the posting and automatically connect you with ten candidates that best match the job. They link companies to the right candidates based on a multitude of search criteria, including location, military career, rank, education, and civilian job experience. You can either update jobs individually or upload your company's XML feed to capture all of your jobs.

Screen shot of the Candidate Matching features:

Candidate Matching

Post details of open positions at your company and our intelligent system will read the posting and automatically connect you with ten candidates that best match the job. We link companies to the right candidates based on a multitude of search criteria, including location, military career, rank, education, and civilian job experience. You can either post jobs individually or upload your company's XML feed to capture all of your jobs.

SINGLE JOB

ATS FEED

ATS Feed for Candidate Matching:

Job Imports

CREATE NEW FEED

We accept most standard xml feeds from popular systems. If there is an issue with your feed, or you need help setting this up, please let us know what's wrong and we'll do our best to accomidate your needs. To learn about the formatting we accept, please read this document.

No feeds found. You should create one:

CREATE NEW FEED

<u>Single Job Entry for Candidate Matching:</u>

<u>NOTE</u>: HireVets is not a job board, but the candidate matching feature helps match your open positions to veterans searching for work.

Q: What is the Military Jobs Translator feature?
A: HireVets provides users a way to learn more about a veteran's military career in order to help match candidates with the needs of the job. Our Skills Translator was developed by our team of HR professionals and veteran leaders, who successfully translated over 7,000 complex military job titles into easy-to-understand language.

Military Jobs Translator screen shot:

Q: What is an MOS?
A: Military Occupation Specialty Code is most often referred to as an "M.O.S. Code", although the actual name vary across branches. HireVets has a section to help you make sense of it all and become familiar with the codes and how codes match positions you are looking to fill.

Below is an example of the MOS results if you are looking for a nurse in the Healthcare category. There are 48 MOS matches for the 5 branches of military and the first few are shown below. This tool is simply a way to educate yourself and become familiar with MOS codes, but it is not required to search candidates!

MOS tool screen shot:

Q: Is HireVets a Job Board?
A: HireVets is not a job board. It is a tool to help you fill positions with qualified veteran candidates. The candidate matching feature helps match your open positions to veterans searching for employment. You can either update jobs individually or upload your company's XML feed to capture all your jobs.

Q: Does SHRM have a job board?
A: SHRM has a job board for posting positions in the HR industry. Visit SHRM HR Jobs at https://jobs.shrm.org/jobs/products to learn how to post an HR job on SHRM HR Jobs.

Additional information can be found on The SHRMStore product page at:
https://store.shrm.org/shrm-hirevets.html

Still have questions?
Email **Linda Hahn** at hirevets@shrm.org