



# VETERANS AT WORK

## CERTIFICATE PROGRAM

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**Learn** the value that skilled veterans bring to the civilian workplace.

**Demonstrate** your commitment to attract, hire and retain these talented professionals.

**Earn** 10 professional development credits (PDCs) toward your SHRM-CP or SHRM-SCP recertification.

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Register to earn your certificate by visiting:  
**[shrmfoundation.org/VAW](https://shrmfoundation.org/VAW)**

The **Veterans at Work Certificate**, developed for HR professionals, hiring managers and front-line supervisors, is a multifaceted program from the SHRM Foundation and brought to you with generous support from Comcast NBCUniversal.

This program is **complimentary** and open to all—no SHRM credential is needed to participate.

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# Reasons Why Your Organization Should ...



## Attract

VETERANS



Hiring and retaining the right talent is critical to profitability for any organization.



## Hire

VETERANS

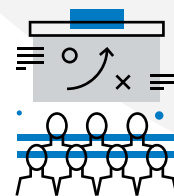


Veterans leverage cross-cultural experiences as a competitive advantage in the era of increased business globalization.



## Retain

VETERANS



Veterans bring organizational commitment and loyalty to the civilian workplace and can effectively integrate and contribute to any team.

### Earn your **FREE Veterans at Work Certificate** by completing these five tasks:

1. A survey on current practices.
2. Reading our guidebook, *The Recruitment, Hiring, Retention & Engagement of Military Veterans*, which covers three primary areas:
  - The business case for hiring military and veteran candidates.
  - Evidence-based guidelines for practice, including case studies and examples.
  - Resources and references to programs and services to support veteran- and military-hiring initiatives.
3. A 15-question quiz on the guidebook.
4. 11 short e-learning courses from our partners at PsychArmor Institute®.
5. A survey on future practices.

**10 HOURS  
FOR  
10 PDCs**



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