

# WHY HIRE A WOUNDED WARRIOR?

**"I RECEIVED A 100% DISABILITY RATING FROM THE VA [DEPARTMENT OF VETERAN S AFFAIRS]. I COULD SIT HOME AND DRAW MY PENSION, BUT THAT ISN'T HOW I WAS BUILT- I HAVE A LOT MORE TO OFFER MY COUNTRY."**

— Retired CPT Alvin E. Shell, Jr., Department of Homeland Security

After becoming wounded, ill, or injured, service members often face a significant change in their career trajectory and find themselves beginning a new career in the civilian workforce. These Veterans are well-trained, highly skilled professionals who can strengthen any organization, increasing diversity and the bottom line.

## WHAT IS A WOUNDED WARRIOR ?

There is no standard definition of a "wounded warrior"-today's military personnel experience a wide range of injuries, from amputations and burns to traumatic brain injury (TBI) and post-traumatic stress disorder (PTSD). What is most important is that these injuries do not prevent them from contributing to society, but often strengthen their resolve to work hard and continue adding value wherever they serve.

## REASONS TO HIRE

Many civilian organizations validate the benefits of hiring a wounded Veteran, including a number of soft skills employers value, such as the ability to learn new skills, strong leadership qualities, flexibility to work in teams, or independently, and respect for procedures and accountability.

The Institute for Veterans and Military Families (IVMF) at Syracuse University provided research context to support these often touted, but difficult to translate, "reasons to hire." The box at the right lists the findings of this study.

## WHAT IS THE NEXT STEP ?

Wanting to hire wounded, ill, and injured Soldiers and Veterans is only half the battle-the other half is figuring out how to find these professionals.

WCT can educate you in your efforts to become a WCT preferred employer, provide reasonable accommodations ,and facilitate a productive relationship once the Veteran begins work. Contact us to begin the conversation at:

**FOR MORE INFORMATION, CONTACT ARMY WARRIOR CARE AND TRANSITION (WCT) AT:  
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### THE VALUE OF A VETERAN IN A COMPETITIVE BUSINESS ENVIRONMENT \*

- Veterans are entrepreneurial
- Veterans assume high levels of trust
- Veterans are adept at transferring skills across contexts/ tasks
- Veterans have advanced technical training
- Veterans can adapt to discontinuous environments
- Veterans exhibit high levels of resilience
- Veterans exhibit advanced team-building skills
- Veterans exhibit strong organizational commitment
- Veterans leverage cross-cultural experiences
- Veterans have experience in diverse work-settings

*\*To read [The Business Case for Hiring a Veteran: Beyond the Clichés in its entirety](http://vets.syr.edu/employment/index.html), visit: [vets.syr.edu/employment/index.html](http://vets.syr.edu/employment/index.html)*