

# OKLAHOMA VETERAN EMPLOYER CHAMPION

## 2024 SURVEY RESULTS

Sponsored and prepared by Oklahoma Veterans United. Learn more at [www.OKVetUnited.org](http://www.OKVetUnited.org)

### SURVEY PARTICIPANTS

**50 SURVEYS** were completed in 2024, representing **32 INDUSTRIES** in **11 CITIES** with more than **26,243 EMPLOYEES** in Oklahoma.

### MOST EFFECTIVE RESOURCES

Employers identified the following as the most effective resources in creating a Veteran-ready culture.

- 1 Veteran Employee Resource/Affinity Groups**
  - Federal, State, and Local Outreach by Veteran Service Organizations
  - Veteran Focused Organizational Support & Training Programs.

### RECOGNITION CRITERIA

Veteran employers in the network who meet these **SEVEN CRITERIA** qualify to be recognized as a Veteran Employer Champion.

- 1. Veteran recruitment, hiring, and retention**
- 2. Active Veteran engagement with onboarding, VERG, or buddy program**
- 3. Support for Veteran community programs and events**
- 4. Veteran specific resources and supports for employees**
- 5. Executive sponsor leading Veteran strategies**
- 6. Provide support for Guard and Reserve beyond USERRA**
- 7. Create opportunities for Veterans/Military Members to show their pride**





# BEST PRACTICES & RESOURCES

## *for Supporting Veterans in the Workplace*



The following are best practices and resources compiled from the 2024 Oklahoma Veteran Employer Champion survey results that show some of the ways local employers are supporting and recruiting Veteran employees.

## MOST EFFECTIVE RESOURCES

- **VETERAN RESOURCE GROUPS, COMMUNITY OF PRACTICE, COMMITTEES, OR AFFINITY GROUPS** that support and advocate for Veteran employees as well as promote Veteran inclusion in the workplace, social connections, and mentoring programs.
- **CONNECTION TO RESOURCES AND BENEFITS THROUGH OKLAHOMA DEPARTMENT OF VETERANS AFFAIRS AND U.S. DEPARTMENT OF VETERANS AFFAIRS** to help assist Veteran staff with state and federal benefits, education, and training programs for themselves and their family members.
- **CONNECTION TO LOCAL VETERAN SERVICES ORGANIZATIONS** including, Oklahoma Veterans United and Eagle OPS to assist with connection to housing services, suicide prevention resources, and employment opportunities.
- **VETERAN BUDDY PROGRAM OR MILITARY SPONSOR PROGRAM** connecting Veteran employees to seasoned Veteran employees for onboarding, coaching, and support.

## RESOURCES NEEDED

- **ACCESS TO VETERAN NETWORKS** to attract, hire, and engage Veterans and their spouses or partners.
- **INFORMATION/BEST PRACTICES** related to benefits employers are providing military families.
- **TRAINING RESOURCES** for creating successful buddy program for employees transitioning out of service.

## MILITARY PRIDE

Military Swag  
(T-Shirts, Challenge Coins, Badges, etc.)

Company/organization sponsorship of Veteran specific events including, military appreciation football game, Veteran's appreciation dinner, Veteran's week, etc.

Veteran Wall of Honor, representing each Veteran employee with a personalized plaque displaying their name, branch of service, years served, and rank.

Individualized pins and letter of recognition from the President, CEO, or local senior leader each year.

Custom electronic signature with military affiliation.

## EMPLOYER SUPPORT BEYOND USERRA

Employer pays 80% of the training hours (up to 90 hours) to active reservists and military who require training.

Employer uses community network to connect Veterans and their families to additional community resources

Employer offers a range of financial and non-monetary benefits to help ease the burden of deployment on employees and their families

Staff attend Guard and Reserve Family Day and Yellow Ribbon events to provide military members and their families with information about services available

Have questions or want to help your company become Veteran-ready? Visit [www.OKVetUnited.org](http://www.OKVetUnited.org)

