



Hero 2 Hired Veterans
Employment Program

San Diego
15 September 2014
Sam Giovinazzi

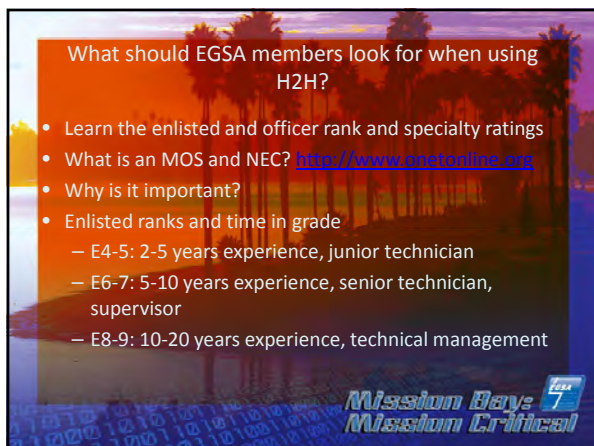
Mission Bay ^{Team 7}
Mission Critical



How to attract top veteran talent to EGSA?

- Create a separate "Community" for EGSA members in the ENERGY Industry
- Link your association web site with H2H
- Provide major announcements to promote your group
- Highlight career promotion opportunities
- Promote "join the EGSA members team"
- Provide consistency throughout your membership
- Identify job titles and requirements
- Create an EGSA video targeted to vets recruitment similar to CSXRR

Mission Bay ^{Team 7}
Mission Critical



What should EGSA members look for when using H2H?

- Learn the enlisted and officer rank and specialty ratings
- What is an MOS and NEC? <http://www.onetonline.org>
- Why is it important?
- Enlisted ranks and time in grade
 - E4-5: 2-5 years experience, junior technician
 - E6-7: 5-10 years experience, senior technician, supervisor
 - E8-9: 10-20 years experience, technical management

Mission Bay ^{Team 7}
Mission Critical

Why do you want a veteran employee?

- Proven leader
- Maintain professionalism
- Takes responsibility
- Understands diversity
- Physically fit and drug free
- "Can Do" attitude
- Calm under pressure
- First class image
- On time all the time
- Global perspective

Mission Baye ^{Level 7}
Mission Critical

Financial reasons for hiring a vet

- Tax Credits
- Expanded paid apprentice programs (tech experience)
- Employee with educational benefits
- Improves company productivity
- Reduces manpower costs

Mission Baye ^{Level 7}
Mission Critical

How do members find them?

- Each employer create an account on H2H
- EGSA may facilitate
- Build a company profile
- Post member information, easily accessible by the vet
- What you have to offer
- Quick pathway to certification ???
- Use the powerful employer search feature
- Network with H2H ETC's (contact list provided)

Mission Baye ^{Level 7}
Mission Critical

Automated H2H features for Employers

- Send digital invitations to gauge interest
- Automated application notification
- H2H messages and connection requests
- Powerful employer search functionality
- Invite candidates to apply for your jobs
- Set match criteria, tech, education
- Find the best candidates

Mission Baye ^{Level 7}
Mission Critical

Retain Talent

- Encourage them to join a team
- Vets are team players
- Identify career opportunities
- Pay and incentives for high achievers
- Benefits and family support
- Peer recognition (achievement awards)

Mission Baye ^{Level 7}
Mission Critical

How the H2H web site works?

—www.h2h.jobs/employer/overview

Mission Baye ^{Level 7}
Mission Critical



H2H Career Counselor- Contacts

- San Diego CA
- Sam Giovinazzi
- sgiovinazzi@h2hsolutions.com
- 858 414 8727
- www.h2h.jobs

Mission Baye 
Mission Critical
