



PARTNERSHIP UPDATE

Humana's Nationally Recognized Hiring Initiatives Honor Veterans After They Serve



For more than 50 years, Humana has been an innovator in the healthcare industry with a commitment to service, health, and wellness.

Humana is also a longstanding P3 collaborator, dedicated to supporting our nation's military community. Since 1996, the Humana Military division of the company has provided health services through TRICARE—currently serving approximately 6 million beneficiaries in the 32-state TRICARE East Region.

Recognizing that the shift from military to civilian life can be more challenging than expected, Humana observed that veterans carry with them specialized skills and unique operational knowledge. These talents are very valuable in the traditional business world. With that in mind, Humana launched the Veterans Hiring Initiative in August 2011, committing to hire 1,000 veterans and military spouses by the end of 2014. The program was an unprecedented success, reaching the goal two years early. To date, the campaign has led to more than 4,000 veteran and military spouse hires.

The talent acquisition team at Humana knows that hiring is only half the story in transitioning to civilian life—delivering a welcoming and engaging work experience is required for retention. To help with this, the team partners with an internal group called SALUTE!, which is a network of volunteer employees supporting the military community.

Humana's support of the military community has led to several military focused recognitions. In the past two years alone, Humana has received 13 separate program awards, which includes their first entry on the DiversityInc Top 18 Companies for Veterans (2018) list.

There are current openings in several areas of the company, and the areas of particular interest to the military community are nursing; information technology; pharmacy; sales; actuarial; underwriting; and data analytics. To learn more, visit Jobs.net/Jobs/Humana-Veterans.

P3 Partner Uses Innovative Resources to Showcase the Value of Hiring Veterans



P3 is proud to announce our partnership with The Value Of a Veteran. The mutually advantageous partnership assists service members and veterans with gaining access to careers in the skilled trades industry (manufacturing, transportation, construction, etc.), and the partnership also assists service members and veterans with accessing corporate internships and early talent opportunities.

The Value Of a Veteran is a woman/veteran/minority-owned small business that was founded in 2007 when the veteran unemployment rate was 23%. Over the last 12 years, The Value Of a Veteran has worked directly with large corporations and government agencies to help them design and implement effective veteran recruitment and retention programs.

In 2017, The Value Of a Veteran created two new resources specifically designed to facilitate the recruitment and hiring of veterans. The Military Skilled Trades resource is designed for service members and veterans who have skilled trades experience, and the Student Veteran Career Conference resource supports service members and veterans who are currently enrolled in school or are recent graduates (within first 12 months). Both resources maintain a job board/resume database geared toward their respective audiences and offer nationwide career fairs.

The resources are completely FREE and are open to transitioning military members (Active, Reserve, and National Guard components), veterans, and military spouses. Veterans and service members with skilled trades experience are encouraged to visit MilitarySkilledTrades.com/Registration to create an account. Students and recent graduates can visit StudentVeteranCareerConference.com/Registration to create an account.

To learn more about The Value Of a Veteran's services, visit TheValueOfaVeteran.com.

P3 SUCCESS STORIES

The P3 Transition Readiness Liaison (TRL) who covers Fort Campbell, Kentucky recently assisted a veteran with finding employment. The veteran was retiring from the Army after completing 20 years of service, and the Army's Soldier for Life - Transition Assistance Program (SFL-TAP) connected the veteran with P3.

The TRL assisted the veteran with resume development and interview preparation. The veteran expressed interest in supporting the Department of Defense (DoD) in the civilian capacity, so the TRL also helped the veteran identify and connect with local DoD contractors. Due to the TRL's support, the veteran secured an interview with Lockheed Martin. After having a successful interview, the veteran was offered a position, which he accepted, as an Aircraft Mechanic.

The veteran looks forward to starting his new career at Lockheed Martin next month. He also expressed positive sentiments about the support he received from the P3 representative and attributes part of his career success to P3!

P3 recently held a Law Enforcement Hiring Fair in Horsham, Pennsylvania. The event was coordinated by the Army Readiness Specialist (ARS) who covers that particular area. Due to her efforts, several law enforcement organizations attended the event. Attendees included the U.S. Department of Homeland Security (Customs and Border Protection), GardaWorld, New Jersey Department of Corrections, and Southeastern Pennsylvania Transportation Authority (SEPTA) Transit Police Department.

Nearly 70 Soldiers attended the event. During the event, the employers provided detailed information about their organization's hiring process. Most of the organizations have an extensive hiring process, and it may take several months for the Soldiers to receive a final response, but the initial seeds were planted during the hiring event.

Overall, the event was a success! The P3 team plans on hosting more hiring events in the near future, and information about the events will be posted on the P3 social media pages.

P3 IS HERE TO HELP YOU!

Upcoming Hiring Events with P3 Collaborator **Hiring Our Heroes**

June 2018		July 2018	
13	Palo Alto, CA	11	Pensacola, FL
19	Ft. Jackson, SC	12	Eglin AFB, FL
21-22	Ft. Gordon, GA	12	JB McGuires-Dix-Lakehurst, NJ
26	Patuxent River, MD	12	Herndon, VA
28	Washington, D.C.	24	JB McGuires-Dix-Lakehurst, NJ

Find and register for Hiring Our Heroes events in your area at HiringOurHeroes.org.

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