

**Warrior Transition Command
HIRE A VETERAN
TRT: 10:38**

VIDEO

AUDIO

(Opens with WTC logo; See a series of three different Soldiers/ Veterans and how they transitioned into civilian life. A still shot of them in the Army transitions into a moving shot of them either at work or at home)

**CG: Specialist William Plotner (CG is over photo of him in the Army)
Heavy Wheels Operator**

Injury: Traumatic Brain Injury (TBI)

“I was 88 Mike, which is a heavy wheels operator.”

(transitions to)

**CG: William Plotner
Construction Laborer**

Injury: Traumatic Brain Injury (TBI)

(walks out of still and lifts up large metal plate)

“Now, I work at the Local 79 as a laborer.”

;

“With my injury, TBI, other than making you know doctor’s appointments if I need it, I don’t really ask for any other days off.”

**CG: Captain Kirk Butler
Support Operations Officer**

Injury: Torn Meniscus (Knee)

“I ran a supply network that supplied over thousands of goods to our soldiers at eight different locations in Iraq.”

(transitions to)

**CG: Kirk Butler
Logistics Supervisor**

Injury: Torn Meniscus (Knee)

(walks out of still into a shot pushing son on swingset)

“I’m employed by a large corporation that has supply networks throughout the country, similar to the military. My responsibility is distributing products to our stores.”

“I’d like my son to one day see that and say; Wow! my

dad was a great man. Companies were fighting over him, to get him for his leadership skills, his hard work ethic, his personal courage and his integrity.”

CG: Specialist Jon Zagami

Engineer

Injury: Post Traumatic Stress Disorder & TBI

“We did everything from build base camps to help with demo missions.”

CG: Jon Zagami

Portfolio Manager

Injury: Post Traumatic Stress Disorder & TBI

(walks out of still into shot of him leading staff meeting)

“The Army teaches you a skill set that you can’t get anywhere else. You are not going to find it in the classroom and you can’t read it in a book.”

“One of the biggest questions in my mind was, how am I going to explain to people that I left the Army because of injuries? And you know, looking at it from an employer’s perspective, I understand that that sounds scary, and a lot of questions arise.”

Narrator:

(See news story titles on the screen, “City Initiative Aims to Help Returning Veterans Find Jobs,” “Job Fair Aims to Put Veterans Back to Work on the Home Front,” “The hiring manager for this job in San Antonio WANTS veterans,. Be sure to share and apply”...”Veterans Feeling Shut Out of Job Market”).

Everywhere you look, it’s in the news. HIRE A VETERAN.

And if you’re in HR or own a business—you probably want to do just that. So what is standing in your way?

CG: Survey Results Show

(See Society for Human Resource Management Poll: Military Employment)

Recent surveys and reports indicate that you might be afraid of PTSD?
Or maybe you are concerned a disabled Veteran will detract from your bottom line.
Or maybe you don't have any Army tanks in your warehouse, so you are just not sure what an Army tank driver would do, if he was at the desk next to you.

In the next few minutes we are going to show you how to knock down the obstacles that may be preventing you from hiring a disabled veteran.

CG: OBSTACLE: TRANSLATING MILITARY SKILLS INTO A JOB

CG: Chris Hurst: Recruiter, Orion International

“In our business, it's HR who sees the resume, and HR is given these key words that someone needs to have and they say, well they don't have them, that person's not a fit and they'll put that resume in the round file, when in fact they're missing a Veteran who has the capabilities to really do quite well in that position.”

(See Chris interviewing Veteran)

Nat sound “Tell me about a particular accomplishment you had.....”

Hurst:

“I noticed in my initial interview with Kirk that he had some experience in logistics.”

Nat sound “How did you go about setting up training for individuals?...”

Hurst:

“I try to get them to start talking about their experience in terms of their skill sets and their strengths. Not just what they did, but how they did it, how long it took, different skills that it took or the type of leadership it took.”

“Often the component parts of what that military service member has done relates very well.”

CG: SOLUTION: LOOK AT EACH SKILL

CG: OBSTACLE: FEAR OF PTSD

CG: Jeff Pon, Society for Human Resource Management

“Our surveys have shown that PTSD is probably a very misunderstood phenomena.”

**CG: Farris Tuma, Sc.D.
National Institute of Mental Health**

“On any given day in the United States, 7-8 million people are struggling with PTSD.”

Narrator:

Dr. Farris Tuma runs the Traumatic Stress Research Program at the National Institute of Mental Health. He defines traumatic brain injury as a physical injury to the brain and PTSD as an anxiety disorder that can develop after experiencing grave physical harm or a situation that threatens grave physical harm.

Tuma:

“It may be surprising for people to understand that in the United States, motor vehicle accidents are actually one of the leading causes of PTSD.”

“In the same way that we wouldn’t expect a survivor of a motor vehicle accident who develops PTSD to go on a driving rampage, in no way should we expect a returning service member or Veteran to act out violently their emotions in a workplace or in any other context.”

Zagami:

“I decided that I was just going to be as open as I could about my injuries and my recovery. Yes, I’ve been diagnosed with a traumatic brain injury, yes, I’ve been diagnosed with post traumatic stress. I’ve fought night terrors. I’ve had a difficult transition. Yes I get migraines but probably no different than some people in the office and I think I work harder every single day to overcome those obstacles.”

Nat sound Zagami on phone...

“Hey sir, how are you doing today. It’s Jon from Caterpillar Financial....”

CG: David Michael, Supervisor, Caterpillar Financial

“Jon is a collection representative in our group. We’re a finance company so Jon is contacting our customers that may be having financial challenges.”

Nat sound Zagami on phone

“Sounds like we’ll be able to come up with a solution for you.”

Michael:

“Jon has been at work every day, performing at an exceptionally high level. From our standpoint, from our leadership standpoint, we have not seen any effects from his injuries that he sustained in the military.”

Zagami:

“I was offered accommodations after I was hired. And I think that shocked a lot of people to hear that somebody with disabilities is going to come in here and say that they don’t want, I don’t need any crutches. I don’t want any reason to prove to other people that I’m different. I just want to come in here and I want a chance to excel.”

Michael:

“People look to Jon for direction and he has a way of motivating those around him toward accomplishing difficult tasks....A lot of our customers are having challenging financial times and he’s able to calmly work with them and make them feel good about the solutions our company is offering.”

Nat sound Zagami meeting with direct supervisor
“You started with how many accounts last month? 500. And you are down to where as of today? Should be down to about 68 today. No, I’d say 46. Even better.”

Zagami:

“There is nothing worse that life could possibly throw my way after laying in the hospital bed and worrying about am I going to be able to walk again, am I going to get my face back? You know is my arm going to work, is my leg going to work. So to go into an office environment now, you know I’m lucky that I have had the opportunity, I am working with the most difficult portfolio that we have and I enjoy it every single day and while it stresses some people out, I can keep a smile on my face and say this is not that bad, because I know how bad it really can be.”

SOLUTION: FOCUS ON ABILITY

(transition)

CG: OBSTACLE: COST OF ACCOMMODATIONS

CG: Frank Hussey, Construction Superintendent, Tishman Construction

“Today really is the first I’m learning that he had an injury in the Army. I’m, I’m shocked because there is no evidence in his daily work.”

“I see no change or no difference from his, you know, the normal person or what you call a normal person. He looks no different, he works no different.”

CG: Timothy Warrington, General Building Laborers’ Local 79

“If you think that a person with PTSD or TBI is any more dysfunctional than the other person walking in your door, you’re wrong. You’re just wrong. Everybody has issues. You hire humans, you hire people. Your hiring people, people have problems. You’re not getting away from that. You want to hire a machine? Hire a machine.”

“When you hire a Veteran, they have assistance, if they are PTSD or TBI they have a place to go to. Whereas that other person walking down the street may not have that support group.”

Plotner:

“From what I learned from the military, with the injury and what I have to do now, take extra time, prep, make sure, do I have everything. Am I going to be able to finish the job I’m supposed to do on time? If I need extra time, or if I need extra help, I make sure I say something.”

Hussey:

“William would be the last person to ask favors. I don’t know if that’s because of his military background or if it’s just the person who he is.”

CG:

Eve Hill, U.S. Department of Justice:

“The key to accommodations is that they have to be reasonable. This is not about employers having to give in to whatever an employee requests, but it is about finding out what’s reasonable and what will work for both parties.”

See graphic: Cost of Accommodations

Most cost less than \$500

57% cost \$0

Source: Job Accommodation Network, Dept. of Labor

“Research has shown that most accommodations cost less than \$500 and many, many, many of them cost nothing.”

CG: SOLUTION: LEARN THE FACTS

Narrator:

Every year for the next five, more than 16,000 disabled American Veterans will be ready to return to civilian life and they all will be looking for jobs.

**CG Full screen: HIRE A VETERAN
Tishman Construction Did.**

Plotner:

“Pretty much all military people are one adaptive, two carry a lot of pride, three are willing, willing to do, to change to learn. I don’t find it hard to do anything or at least say hey, I don’t understand this. Can you teach me? We’ll learn. It’s just that easy.”

**CG Full screen: HIRE A VETERAN
Caterpillar Financial Did.**

Zagami

“If I had the ability to hire someone who had served in the conflict zone or someone who has worn the uniform, over a peer with the same education level, or the same experience, it’s a no brainer to me. I know that this person’s been tried.”

Nat sound: “Keep up the good work.”

CG Full screen: HIRE A VETERAN

Warrington:

“You know, we all want to put yellow magnets on our car, we all want to say we support Veterans, we support the troops. Well it is easy to say that, it feels good to say that, but why don’t you just do it? Just do it. Hire the Veteran. Give them a shot. They’re not asking for you to do all the special things for them. They are going to deliver for you.”

CG Full Screen: If you’d like more information about what a disabled Veteran can do for your company visit:

www.WTC.army.mil

@armyWTC

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this video possible.**

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