

Women Veterans in Transition

Workingwomen in Transition: A Research Project of BPW Foundation



Top Ten Recommendations for Employers Support Women Veterans in the Workplace

1. Promote a positive attitude and appreciation toward military service.
2. Employers and workplaces should understand the unique skills and knowledge that women veterans possess. Determine how to tap into these skill sets and how to transfer them to benefit your organization.
3. Create a partnership with nonprofit, veteran and/or community organizations to conduct and utilize evidence-based research and share lessons learned.
4. Educate the HR department, management and workplace about how to successfully provide access to employees with disabilities.
5. Provide access to existing leadership and targeted skills training programs within your organization.
6. Increase awareness among all employees, not only leadership, about the importance and value of veterans in your workplace.
7. Encourage and practice networking and mentoring for all employees throughout your organization.
8. Offer career counseling or planning services and provide clear avenues and guidelines for career advancement.
9. Ensure that HR professionals are knowledgeable about and understand veteran benefits and services. Know where to find veteran resources and support services.
10. Understand that many workplace challenges experienced by women veterans are shared by all working women including work-life balance. Have programs that allow for flexibility in the workplace- be innovative.

Business and Professional Women's (BPW) Foundation partners to create successful workplaces that embrace and practice equity, diversity and work-life balance. Since 2005, a priority of BPW Foundation has been to support women veterans through its *Women Joining Forces: Closing Ranks, Opening Doors*® program. Our primary research about women veterans supports collaboration between communities, businesses and policy makers. For more information, visit www.bpwfoundation.org/WVIT.