



HIRING TOP TALENT:

Veterans, Service Members, & Military Spouses



Magellan Federal is honored that **Veterans made up 20% of all new hires in 2021**



10 years MSEP
Military Spouse
Employment Partner



Our own Talent Acquisition team has **Veteran and Military spouse** team members

Supporting our Heroes in the Workforce

Promoting a Military Friendly Culture

To establish your organization as being a good fit for veterans, you will need to first promote a culture of support. This will help veterans understand how they will be supported as an employee at your organization.


Magellan Federal's support includes:

- On-the-job training programs and managerial training programs for veterans
- Public workshops
- Live and on-demand trainings
- A dedicated military/veteran group within our Diversity, Equity, and Inclusion program
- Military paid leave programs.

Benefits of Hiring Veterans

Veterans, as a talent pool, are often overlooked as they transition to civilian employment. Employers may not understand how to translate their experience and skillsets into nonmilitary roles or how to offer support to our veterans as they experience that evolution in their careers.

Magellan Federal has a long legacy of empowering military personnel, their families, and veterans to live healthier, more productive lives. To deliver our important mission, we are privileged to hire talented veterans across multiple disciplines in a variety of roles as part of our team. Tapping into this unique pool of talent has been extremely successful in delivering professional services to the federal government. Our many years of experience attracting and retaining military talent allows us to offer expertise to other organizations looking to hire this mission-critical population.

 Designated a Military Friendly® Employer





Employment Challenges for hiring Military Spouses

Deployments and relocations often lead to gaps in resumes, leading recruiters to incorrectly conclude that these candidates don't have what it takes to keep a job. But in the context of military spouses, nothing could be further from the truth. The challenges of military life require an underlying creativity, grit, and a commitment to persevere. In our experience, resume gaps are sometimes reflections of great self-sacrifice and application of hidden talents. Military spouses are incredibly resourceful at using their time to their advantage—seizing additional education opportunities and certifications, stepping up for important volunteer opportunities as “unsung heroes,” and continually expanding their professional networks and interests.



Our Military Veteran Recruitment Techniques

- ▶ **We partner with organizations dedicated to veteran employment**, such as Vetjobs, Military Spouse Employment Partnership (MSEP), Veterans ASCEND, MilitaryHire.com, and Hiring Our Heroes to find veterans that will complement and enrich your workforce.
- ▶ **Our Talent Acquisition Team have participated in trainings and certification** on how to uniquely identify talent within the veteran community.
- ▶ **We participate in recruiting efforts within the military population**, including virtual and in person hiring events.
- ▶ **We participate in a Fellowship Program**, such as with Hiring Our Heroes. The HOH Fellows Programs are workforce development programs that place highly skilled and educated transitioning service members, veterans, military spouses, and military caregivers with employers committed to hiring them.
- ▶ **We celebrate the successes of the veterans that we hire** within our organization to attract additional talent. As our veteran on the talent acquisition team attests, “I’ve worked at Magellan Federal more than five years and can tell

you I’ve absolutely found my new “tribe.” I feel that I’m part of something bigger than myself and that I’m surrounded by dedicated professionals that wake up every day and strive to improve the lives of warriors and their families. In my humble opinion, there is no finer place of employment for veterans, military spouses, or anyone that’s passionate about supporting our nation’s warriors and their families.”

- ▶ **We look to obtain designations that increase visibility as an employer for this special population** such as a Military Friendly Employer. Magellan Federal is proud to have this designation and intend to maintain our status and continue to support the military community.
- ▶ **We participate in a SkillsBridge program as an employer.** Becoming an industry partner with SkillBridge gives Magellan Federal the opportunity to access and leverage the world’s most highly trained and motivated workforce at no cost.

Roles We Hire Veterans and Military Spouses Include:

- ▶ Mental Health Support to Active-Duty military members, their families, and veterans on different government contracts around the world
- ▶ Human Resources
- ▶ IT
- ▶ Business Leadership
- ▶ Finance and Accounting
- ▶ Administrative Roles
- ▶ Resiliency Trainers
- ▶ Sports Psychology
- ▶ Legal Support
- ▶ Family Support Services
- ▶ Call Centers
- ▶ Business Development



Anna Sever | Interim CEO & Military Spouse

Interim CEO of Magellan Federal, Anna Sever, personally confirms Magellan Federal’s commitment to hiring military spouses. “As a military spouse with multi-familial generations of service, I am pleased that we have a deep understanding of the challenges of military life. The people in our Armed Forces, and those married to them, are deeply committed to the service of others. Any employer who overlooks this pool of potential talent is doing a disservice to themselves and the Military veteran or family member. This dedication is why we make it a priority to actively employ veterans and their spouses.”

