



HIRING TOP TALENT:

## Veterans, Service Members, & Military Spouses



Magellan Federal is honored that **Veterans and Military Spouses** made up **15%** of all new hires in 2023



**13 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

At Magellan Federal, we prioritize establishing our organization as a perfect fit for veterans by actively promoting a culture of support. This ensures that veterans joining our team can confidently expect robust support throughout their journey as valued employees.

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 2024 Military Times Top Best for Vets Employer & Military Friendly® Employer



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## 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), Work for Warriors, MilitaryHire.com, and Hiring Our Heroes to find veterans that will compliment and enrich our 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 Fellowship Programs**, such as Hiring Our Heroes (HOH) Fellows Programs which 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 as well as the Military Spouse Employment Partnership (MSEP) Military Spouse Career Accelerator Pilot.
- ▶ **We celebrate the successes of the veterans that we hire** within our organization to attract additional talent. As a 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 intends to maintain our status and continue to support the military community.

## Roles We Hire Veterans and Military Spouses Include:

- ▶ Mental Health Support and Personal Financial Counseling to 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

