

A man in a dark suit, white shirt, and red tie stands with his arms crossed. He is wearing a watch on his left wrist and has a white pocket square in his jacket. The background is dark and out of focus.

Transitioning Veterans to the Commercial Sector

The Valuable Skills and Tax Incentives Veterans
Offer Employers During a Challenging Climate



TangoAlpha3 offers unrivaled expertise in helping companies without veteran onboarding programs leverage this unique and valuable talent pool to their advantage.

Executive Summary

Military veterans represent a versatile, agile, highly adaptable, and mission-focused talent pool that are often capable of filling and efficiently managing a variety of highly challenging roles (Logistically Complex Requirements) and dealing with austere work conditions.

Although veterans frequently serve as valuable and high performing team members for a variety of major industry players with their own veteran hiring programs, some obstacles stand in the way of a successful transition for other firms that lack the background and expertise needed to onboard veterans.

These obstacles may include efficiently matching appropriately skilled veterans to open positions, gathering and maintaining an up-to-date talent pool, pre-screening, or translating certain military skills into the civilian workforce.

Working with an experienced talent sourcing partner can help employers without established programs overcome most if not all of these challenges.

With a nationwide talent shortage for a variety of specialized roles, a major opportunity currently exists for companies to acquire and develop a highly trained, skilled, efficient and focused workforce when veterans are successfully transitioned into their employee pool.

This whitepaper will highlight:

- The specific benefits of a veteran workforce including the ability to fill very complex or challenging positions, the unique soft and hard skills, vast expertise and background that military veterans have to offer in a challenging economic climate.
- Reason to develop a veteran hiring program and the range of tax incentives to hire veterans (including the Work Opportunity Tax Credit, extended to the end of 2020) that can help employers with onboarding and payroll costs.
- How to develop a veteran hiring program and how TangoAlpha3 offers unrivaled expertise in helping companies without veteran onboarding programs leverage this unique and valuable talent pool to their advantage.

Unique Soft Skills that Military Veterans Provide Employers

Veterans offer a range of distinct advantages that set them apart from other talent pools.

The current economic climate requires employers to make massive and rapid shifts in how they perform work, protocols and other new requirements.

With this in mind, veterans provide an excellent and compatible talent pool due to their unique capabilities as a result of



working in austere and quickly changing conditions in the military. This experience prepares them for success in the civilian world due to the following attributes.

Mission Focused Mentality

Veterans offer a mission-focused mentality to "get the job done" at all costs, above everything else, with a level of heightened efficiency that the majority of employers highly value. This mentality often serves as an asset to their employers and helps them streamline their operations.

Structure

Military veterans also value and respect the structure that their employers provide, whether it is in the form of organizational protocols, strict timelines or leadership hierarchy.

They rarely need training in regards to respecting structure or maintaining coherence with the established protocols of a new workplace. They are ready to hear and obey protocols and orders and adapt to new orders and circumstances at a rapid pace.

Agility

Another unique skill set that military veterans provide is agility and adaptability to quickly changing circumstances. Many employers now need a versatile and agile workforce that can be highly responsive to external changes.

Employers are now having to quickly change safety protocols, create new training protocols, and other dramatic organizational changes. Veterans are always able and willing to adapt to new situations immediately as they arise, as they are required to do this on a daily basis in the military.

Endurance

Veterans are used to working in austere and highly challenging work conditions in the military. In the current economic climate, many positions have shifted towards becoming more challenging with tighter deadlines, longer hours, and unique work environment.

This type of experience can be valuable in sectors like energy and working in positions with substantial amounts of required travel. Many veterans have worked in challenging conditions such as combat zones, in extreme heat and weather. Some have even served as the mayor of a small village.

Veterans provide employers with a reliable workforce with the endurance needed for the most difficult positions that employers need filled and one that will always place the mission at their highest priority.

Unique Technical Skills that Military Veterans Provide Employers

Veterans also offer a range of directly translatable hard skills for employers including enterprise IT experience, a range of certifications and security clearances.

These skills result in faster onboarding times and preparedness for a range of roles that require technical expertise, security requirements and other specific needs.



Enterprise IT Experience

Veterans bring unique training and enterprise IT experience as a result of working in the military. They have often supported some of the largest and most dynamic enterprise systems on the planet, almost all of them being commercial off the shelf products (COTS).

Employers frequently utilize veterans to fill positions such as IT helpdesk roles, yet their capabilities reach far beyond that and they are often able to work with highly complex enterprise solutions.

Working with a talent sourcing provider such as TangoAlpha 3 ensures that employers can more seamlessly translate military technical experience into the skills required for their specific roles.

We have a range of solutions available including pre-hiring training and the ability to create a specific military veteran hiring program for your firm.

Certifications

Many of those in our talent pipeline already have the appropriate certifications or security clearances (DoD 8570, Sec+, CCNA, etc.) for jobs that require them. Many veterans are trained in DoD 8570 compliance which is required for many civilian roles.

They also often have obtained other relevant civilian certifications through the military or on their own accord such as Security+, Network+, CCNA and more. A range of certifications and IT skills classes are offered for free by the Federal Virtual Training Environment, which many veterans in our talent pool have taken advantage of.

The following advanced certifications and topics are covered in the Federal Virtual Training Environment among dozens of others:

Emerging Cybersecurity Threats
Certified Ethical Hacker Training
Cloud Computing
Cisco CCENT Training
CISSP Training
Linux OS Security
Mobile Forensics

Veterans are frequently willing to obtain additional certifications or take classes, many of which are covered by the GI Bill, in order to meet qualifications for specific roles.

Security Clearances

The military possesses highly classified information which can be a threat to national security if it is released. As a result, many military veterans are required to obtain security clearances.

As a part of the process, military members that work in roles in which they are exposed to sensitive information are thoroughly vetted by the Department of Defense and deemed to be trustworthy, honest, dependable, and responsible.

Many thousands of civilian positions also require security clearances, ranging from engineering, to intelligence, IT, finance, government work



Over \$1 billion in tax credits are claimed per year for the Work Opportunity Tax Credit

and others.

For roles that require security clearances, many veterans already have them or can easily have a prior security clearance reinstated. This can save substantial amounts of time and what can amount to thousands of dollars on the hiring process.

Reasons and Tax Incentives to Develop a Veteran Hiring Program

Veteran hiring programs have proven to be profitable and effective for several major employers, especially considering the current economic climate.

With many military veterans experiencing recent unemployment, employers have both been able to employ these veterans while also expanding logistics, meeting short and long term demands and continuing necessary operations.

Companies such as Walmart, Amazon, and Microsoft have developed mature veteran hiring programs which have enabled them to respond to rapidly changing conditions, improve efficiency and fill challenging roles, or what we call logistically complex requirements.

In addition, over \$1 billion in tax credits are claimed per year for the Work Opportunity Tax Credit (WOTC). The credit is based on a percentage of the qualified employee's wages, and the employee must work 120 hours at minimum to qualify for the credit.

WOTC credits have been extended to the end of 2020, so there is a current opportunity to hire veterans who are seeking employment in order to take advantage of these credits while filling crucial roles.

The Work Opportunity Tax Credit allows employers to receive up to \$9,600 per qualified new hire from the following veteran groups among others:

- Veterans who have been unemployed at least 6 months: maximum credit of \$5,600.
- Veterans who have been unemployed for at least 6 months in the year prior to being hired and who have a service related disability: maximum tax credit of \$9,600.
- Veterans who have a service related disability and who are hired within 1 year of their discharge: maximum tax credit of \$4,800.
- Veterans who have been unemployed at least 4 weeks but less than 6 months: maximum credit of \$2,400.
- Veterans receiving SNAP benefits: maximum credit of \$2,400.

This is a brief list and there are a range of other circumstances that can result in qualification for the WOTC.

Smaller employers can enjoy these same advantages by creating their own veteran hiring programs. Yet it is often unclear as to how such a program should be initiated, which particular candidates may be a suitable choice, protocols to transition veterans to their workforce and other requirements.

TangoAlpha3 excels in all of these areas with extensive experience helping small to medium sized businesses develop a veteran hiring program and reap the benefits while also providing quality employment options to those who have served our country.



Developing a Customized Veteran Hiring Program

If you are interested in the Work Opportunity Tax Credit (WOTC) and want to expand your talent pool to include more veterans to benefit from their unique skill set, TangoAlpha 3 can help.

TangoAlpha 3's executives have experience in staffing some of the most advanced companies on the planet including Apple and Tesla.

In addition, we specialize in veteran staffing and offer a convenient bridge between established employers and a skilled, mission-focused and highly motivated veteran candidate pool.

We take a detailed look at your current requirements and help you source and onboard highly qualified veterans to fill as many open roles as possible with unrivaled efficiency.

We do not stop with onboarding; we build long-term relationships with both our clients and our candidates to help them continue to grow, improve and achieve new goals.

We can work with your company to develop an ongoing established veteran hiring program so that you can always leverage a valuable, skilled, agile and dependable talent pool to excel in any economic situation.

Your program is customized for your organization and can include specific pre-hiring screening, training, certification assistance, and anything else you may require to ensure that new veteran hires are onboarded smoothly.

We are a VA certified Service-Disabled Veteran-Owned Small Business and have developed streamlined veterans hiring programs that include veterans of all backgrounds including many who qualify their employers for WOTC benefits.

Whether you want to develop a full-scale veteran hiring program or simply fill a few roles with veterans to earn WOTC tax credit, we are able to assist in any circumstance.

Proprietary Talent Pool and Tagging

Our proprietary talent pool efficiently connects highly qualified veterans to any position they may be suitable for, including your most challenging roles (logistically complex requirements) such as those that are remote, require travel or extended work hours. '

We also have extensive experience filling traditional roles with qualified veterans as those needs arise.

For efficient deployment, our veteran talent pool is tagged based on their: location, clearance, salary range, timing, and suitability for particular roles such as medical, tactical, datacenter and cloud.

Passionate About Helping Your Firm Succeed

Our passion is to help employers experience the many rewards of hiring military veterans and serve them to the best of our abilities for whatever their most pressing hiring needs are. We understand the importance of efficiency, responsiveness, agility and cost during times like these.

Each candidate represents a family and a military member that we also want to help succeed, support their loved ones and themselves and enjoy fulfilling employment and career opportunities. We always strive to deliver great talent on mission, on budget and on demand.

Contact us today for a free consultation to discuss developing your own veteran hiring program, the Work Opportunity Tax Credit or with any questions you may have.



Contact TA3 Today!

Drew McDanald
President



Direct: 512.394.8392 x704



Cell: 512.657.3325



drew@tangoalpha3.com



www.tangoalpha3.com