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talent development

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SUPPORTING AND DEVELOPING VETERANS

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SUPPLEMENT TO TD

Members of ADP's Military Strong business resource group work on-site at a Habitat for Humanity Veterans Build in Newark, New Jersey, in May 2016.



Veterans Initiative Program Hits its Stride

Recruiting, training, and onboarding veterans is at the heart of ADP's program goals.

BY TOM HIEBERT

AD P recognizes that it benefits from the diverse perspectives that veterans bring to the business and is committed to providing more opportunities for veterans. The company's core values resonate with veterans.

Those who have selflessly served their nation, and committed themselves to something bigger than themselves, want to do more than simply find a job. They want to serve and make a positive contribution to the world and the community they live in. ADP gives veterans an opportunity to do that.

A Pipeline of Veteran Talent

With a firm commitment from senior leadership, ADP has undertaken a comprehensive, strategic, four-pronged approach to its new veterans initiative program: hiring; onboarding and mentoring; expanding its military business resource group; and making a positive difference with veterans through corporate social responsibility programs.

Photo: ADP

In support of its veteran hiring initiative, ADP's talent acquisition team is working hard to build a pipeline of veteran talent across the United States, with a specific emphasis on its large offices in El Paso, Texas, and Augusta, Georgia. In El Paso, the company is doubling the size of its office from 1,200 associates to 2,500 associates over the course of the next three years. In Augusta, it is expanding by 450 new associates.

ADP is executing formal training sessions for HR leaders and hiring managers in both locations to educate them on the value of veterans. Hiring managers also are trained on how to translate veteran skills and talents to actual roles at the company, as well as the best techniques for interviewing veterans transitioning out of the military.

In addition, ADP is capitalizing on the abundance of veteran talent leveraging their post-9/11 GI Bill benefits to complete their college education. ADP campus recruiters are partnering with university veteran centers to identify these veterans and bring them aboard.

In both Augusta and El Paso, we are heavily engaged with the Army's Soldier For Life-Transition Assistance Program (SFL-TAP) offices at both Fort Bliss (El Paso) and Fort Gordon (Augusta). In addition to becoming a visible presence at the weekly Department of Labor job fairs that occur in these offices, ADP veterans in Augusta and El Paso are already making a positive difference by volunteering their time to coach transitioning service members on writing resumes, interviewing in the corporate world, and transitioning out of the military into the civilian workforce.

ADP also has partnered with the U.S. Chamber of Commerce Foundation through the Hiring Our Heroes program. We were a sponsor of the Fort Bliss Transition Summit in March and the Hampton Roads Transition Summit in June in Norfolk, Virginia, and we attended the Fort Gordon Transition Summit in June. ADP also is sponsoring the El Paso Fellowship Program, an extension of the Department of Defense Career Skills Program, by which active-duty service members at Fort Bliss will be able to participate in a 12-week internship at ADP's office in El Paso, and then, hopefully, be hired by ADP once they formally transition out of the Army.

Our veteran hiring initiative has hit its stride with measurable results. Between July 2015 and December 2015, the number of veterans ADP hired doubled compared with the prior 12 months. The company is on track to double that number again by the end of 2016. In its first full year, the ADP veteran hiring initiative will have resulted in a 30 percent lift in the overall veteran workforce.

Beyond the veteran hiring program, we launched a formal onboarding and mentoring program in April, along with the formal veteran onboarding and assimilation program.

The program will include all veterans who transition into the offices in Augusta and El Paso, and consist of formal one-week in-person training sessions, including a mentoring circle. Following the completion of the one-week training, veterans will be paired with experienced ADP veteran associates, and stay connected through a formal one-on-one mentoring program. The company plans a full rollout to all offices around the United States after an evaluation of the pilot later this year.

A Big Impact

Our commitment to current veterans continues to grow. Last spring, ADP launched a veteran business resource group called Military Strong. The company has launched new chapters in eight offices around the United States and increased the active membership of Military Strong by more than 90 percent since Veterans Day 2015.

ADP has sought to wrap its arms around its veterans while giving them outlets to positively impact other veterans in communities across the country. ADP veterans have partnered with Habitat for Humanity to build homes for veterans in Atlanta, Los Angeles, and Newark, New Jersey, with hopes of expanding this effort to Augusta, El Paso, Louisville, and Jacksonville, Florida, by the end of the year. ADP is now an official corporate sponsor of The Mission Continues in Newark, and is looking into expanding its support to Service Platoons in Atlanta and Jacksonville.

At its annual large-client management conference—ADP Meeting of the Minds—in Washington, D.C., this year, ADP associates and clients worked with Operation Gratitude to build 3,000 care packages that were then shipped to deployed service members all over the world.

To demonstrate to its veterans just how much the company values their service, ADP held a Veterans Day Recognition Breakfast at office locations all across the United States. At the event at its corporate headquarters in Roseland, New Jersey, company President and CEO Carlos Rodriguez spoke passionately to ADP veterans, saying, “I am proud to work alongside the more than 850 veterans who are part of the ADP family—men and women who have served in all branches of the military and in every major conflict since Vietnam. These inspiring men and women bring their collective talents, work ethic, and purpose to the workplace and to the communities in which we live.”

In conclusion, he said: “Veterans are making a big impact each and every day at ADP. ... So, the fact that we are committed to hiring more veterans is not just the right thing to do, but it is also the right business decision.”

■ **Tom Hiebert**, a 28-year Army veteran, is senior director of veterans initiatives for ADP and a retired Army colonel.



Special Thanks to the Thayer Leader Development Group at West Point

TLDG was founded in 2010 and has trained more than 25,000 executives and leaders from more than 500 companies. Its mission is to help build leaders of character by offering leadership and ethics education grounded in the U.S. Army leadership philosophy of "Be, Know, Do" and U.S. Military Academy values of "Duty, Honor, Country." Learn more at www.thayerleaderdevelopment.com.

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