

Veterans at Work: Leveraging an

Untapped Talent Pool

Have you had trouble trying to recruit quality candidates lately? Believe it or not, there are great candidates out there, but one group remains untapped, our Veterans! As employers and HR professionals, we face several common challenges: How do we decode the military resume? How do we convince the hiring manager that this is a good candidate? How do we design a program that we can implement throughout our entire organization, ensuring success for all? In this session you'll hear firsthand from two MT HR professionals who are dedicated to assisting both groups – veterans, Guard, and Reserve service members and employers - through their volunteer roles.

Ronda Wakefield, SHRM-SCP, SPHR, CPHR, SHRM Foundation Inclusion Captain, ESGR Volunteer, and Montana SHRM State Council Membership Director, has over 15 years of diverse human resources and management experience that spans a variety of industries. Owner of NW MT HR Solutions, LLC, and the Business Development Coordinator for Sanders County Community Development Corporation. Ronda holds a Bachelors degree, the SHRM Veterans At Work Certificate, and is one of the founding Inclusion Captains for the SHRM Veterans at Work Certificate Program

Dawn Lambert, Ombudsman for the Montana ESGR and Montana SHRM State Council Communications Director, will share solution-oriented tools and resources. Raised in Helena, MT, has a Bachelors of Business Administration and over 14 years of experience in Human Resources and helping Employer Support of the Guard and Reserve for 5 years.

- Under the Big Sky How we impact change? Let's start in our own backyard. While the challenge isn't
 specific to Montana, we'll discuss current statistics and information directly related to our Montana Veterans, Guard and Reserve members.
- Uncovering and identifying the hurdles that both employers and veterans, guard and reserve members
 face. As employers we all know it's the right thing to do. Veterans are eager to move forward and enter
 the civilian workforce. The question becomes how do we accomplish the mutual goal successfully? We'll
 discuss solutions and resources, including the SHRM Foundation's Veterans at Work Certificate program,
 designed to address the challenges both parties face.
- In 2018, Employer Support of the Guard and Reserve continued to promote supportive work environments for our National Guard and Reserve Service members through over 18,000 military and employer outreach events. Dawn will share insight into how you, the employer, can benefit from the support and direction of the ESGR.

Where: Fairmont Hot Springs, Anaconda, MT

Register today at: Montana.SHRM.org/2019-Conference