**Veteran Support Program Scope Template**

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| **Scope Dimension** | **Components** | **Policies / Benefits** | **Policy / Benefit Definition** |
| **Personnel** | *Hiring Targets: Officers,*  *Enlisted,*  *Spouses, Wounded Warriors* | * *Hiring preferences. Additional points in federal hiring.* * *Targeting specific subsets of the population* | * *All other evaluative components being equal, the veteran gets hired.* * *Targets with at least four years of experience; enlisted ranks E-6 and below, officer ranks O-3 and below* |
| *Veteran employees* | *Promotion preferences* | *All other evaluative components being equal, the veteran gets promoted.* |
| *Civilian employees* | *Mandatory training programs for managers of veterans* | *All managers of veterans must complete a course on how to best manage them.* |
| *Guard & Reserve employees* | *Differential pay when activated or deployed, USERRA compliance* | *No member’s employment status will be negatively impacted by activation or deployment status.* |
| *Etc.* |  |  |
| **Internal Policies / Functions**  (Internal to the Organization) | *Affinity Group* | *Business resource group enabling a “tribal” community.* | *Every new veteran hire included.* |
| *Mentor Program* | *Veteran-based mentor program* | *Every new veteran hire is assigned a veteran mentor.* |
| *Non-veterans* | *Onboarding training* | *Every employee provided training on veteran hires as part of onboarding.* |
| *Employee Assistance Programs* | *Employer support group* | *Veteran needs are segmented and prioritized.* |
| *Corporate Philanthropy Programs* | *Philanthropic funding* | *Designated percentage of funds go to veteran-related causes.* |
| *Veteran Onboarding Program* | *Mandated for all veteran-related hires.* | *All veteran-related new hires must complete the program within 90 days of hire.* |
| *Veteran Employment Information Fair* | *Organizational subject matter experts made available to answer veteran-related questions.* | *Open to all employees, but mandatory attendance for all veteran-related hires.* |
| *Etc.* |  |  |
| **Value Chain**  (External to the Organization) | *Veteran Suppliers* | *Business preferences* | *All other evaluative components being equal, the veteran business receives the contract.* |
| *Veteran Customers* | *Sales discount* | *Standard 5 percent discount on all items not already discounted.* |
| *Community Members* | *Exposure to veteran needs and capabilities* | *Participation in military holiday celebrations (Veterans Day, Memorial Day, Fourth of July, etc.).* |
| *Veteran Service Organizations (VSOs)* | *Education on how to serve veterans more efficiently or effectively* | *Any philanthropic donations to VSOs include access to organizational lessons learned in dealing with veterans.* |
| *Chambers of Commerce* | *Coordination on veteran-related education and hiring efforts in local communities* | *Participation at the state and local levels in helping to educate other organizations about veteran support programs.* |
| *Etc.* |  |  |