Veteran/Military Member Mentoring Program

Background
Veteran/Military member mentorships in the workplace are a promising practice for employment, professional development, and maintaining a friendly work environment. Mentorships are not a new workforce concept, but according to the information gathered from Veterans and employer networks, Veterans in particular seek to engage in groups they can connect due to experiences and relationships. The transition process becomes less challenging when an employer can provide a mentorship program for support and resources for the civilian workforce.

Framework
A great way for the University of California, Riverside to provide supervisor's with resources to support Veterans/Military members transitioning back to the workplace is through an established Veteran/Military Member Mentoring Program. The UCR Veteran/Military Member Mentoring Program will provide an internal platform for veteran/military member employees to seek advice regarding campus benefits and resources. The program will foster professional and personal growth through communication, workshops, guidance, and partnerships with the Veterans, Military Members & Families Group.

Phase 1: e-Mentoring Program
The e-Mentoring program would be available to serve all staff and faculty veterans/military members and family members. UCR will designate a campus representative to inform veterans/military members and their families about military benefits, campus benefits and professional growth opportunities.

Resources will be provided via contacting the campus representative by email.

Phase 2: Group Mentoring Program
The Group Mentoring program will serve all staff and faculty veterans/military members and family members. In addition to the phase 1 resources, the program will provide quarterly seminars.

The seminars may consist of the following workshops/trainings:
1. Transitioning back into the workplace
2. Professional and personal growth
3. UC Veterans resources
4. Networking opportunities
5. Veteran/Supervisor Training
6. On the job training
7. Finance Workshop
8. Military Leadership skills to civilian workforce
9. Benefits Training (include family members)

Develop campus events and recognitions through Staff Assembly
- Picnic Appreciation Day for Memorial Day and/or Veterans Day

Resources will be provided via email and in person.

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http://calchamber.typepad.com/hrwatchdog/2013/03/become-a-veteran-friendly-employer.html

http://www.americasheroesatwork.gov/forEmployers/HiringToolkit/Retain/