



MILITARY TIMES
EDGE

Best for Vets: Employers 2011

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This document contains respondents between 3 and 3 inclusive.

Welcome to the Military Times EDGE "Best for Vets: Employers" survey.

A few notes before you get started:

If you quit the survey before pressing "submit" on the final page, your answers will be saved. You can return to the survey to change or add answers by clicking on the emailed link again. At the end of the survey, you will have a chance to review your answers and print a copy for your records. You cannot return to the survey once you click "submit." If you need to make changes after submitting, contact Cecilia Hadley (chadley@militarytimes.com or 703.642.7387).

Thank you for your time and interest.

Are you filling out this survey on behalf of all of the company's divisions and/or subsidiaries?

- Yes
- No
- Not applicable

Section 1 of 4: Recruiting veterans

Does your company specifically recruit U.S. military veterans?

- Yes
- No

If so, what strategies does your company use to recruit veterans?

- Attending military-specific job fairs
- Posting job openings on military-specific job boards
- Advertising in military-specific publications and websites
- Maintaining an employment website directed at veterans
- Contracting recruiters that specialize in veterans hiring
- Developing relationships with Local Veterans Employment Representatives
- Developing relationships with local Guard and Reserve units
- Developing relationships with the military Transition Assistance Program
- Developing relationships with student veterans groups and/or colleges
- Developing relationships with professional military associations
- Developing relationships with veterans service organizations
- Recruiting through current veteran employees
- Participating in the Employer Partnership of the Armed Forces
- Participating in Employer Support of the Guard and Reserve
- Participating in the Army Partnership for Youth Success program

Other

.....

How many military job fairs did your company attend in fiscal 2010?

- 1 to 10
- 11 to 20
- 21 to 30
- 31 to 40
- 41 to 50
- More than 50

Other

.....

Please list the URL address of your company's military employment site.

Website

http://careers.deloitte.com/united-states/experienced-professionals/csc_general.aspx?CountryContentID=15545

Does your company have full-time employees who work specifically on veterans recruitment at least 50 percent of the time?

- Yes
- No

If so, how many?

Number

2

How many of those employees are veterans themselves?

Number

1

Do recruiters and hiring managers receive any training in military culture, structure or career paths?

- Yes
- No

If so, who receives this training?

- All recruiters
- Some recruiters
- All hiring managers
- Some hiring managers

Other

.....

How often?

- Once
- Annually
- Biannually
- Quarterly

Other

.....

Do veterans receive any special consideration in your company's hiring process?

- Yes
- No

If so, how?

- All veterans applications are marked and/or tracked as veterans
- All veterans are given contact information for staff members who work specifically with veterans
- All veterans are contacted directly by staff members who work specifically with veterans

Other

.....

What percentage of your recruiting budget for the last complete fiscal year was dedicated to recruiting U.S. military veterans?

- Zero percent
- 1 to 10 percent
- 11 to 20 percent
- 21 to 30 percent
- 31 to 40 percent
- More than 40 percent
- Do not know
- Do not disclose

How many new hires did your company make in the U.S. in fiscal 2010?

Do not know

Do not disclose

Number

.....

How many of those new hires identified themselves as military veterans?

Do not know

Do not disclose

Number

.....

How many of those new hires identified themselves as disabled military veterans?

Do not know

Do not disclose

Number

.....

Does your company dedicate any effort and resources specifically to hiring disabled veterans?

Yes

No

If so, what strategies does your company use?

Assigning staff specifically to recruit and/or work with disabled vets

Working with Defense Department and/or VA entities responsible for disabled vets

Working with veteran service organizations dedicated to disabled vets

Attending job fairs specifically for disabled vets

Providing job-search help specifically to disabled vets

Providing skills training specifically to disabled vets

Providing internships specifically for disabled vets

Other

.....

Does your company have an active hiring program for active-duty military spouses?

- Yes
- No

If so, please describe the program.

We actively participate in recruiting military spouses through job fairs on site at military bases that are open to all personnel and spouses.

Section 2 of 4: Corporate culture

What percentage of your current U.S. employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- 21 to 25 percent
- More than 25 percent
- Do not track
- Do not disclose

What percentage of your company's executive-level employees have identified themselves as veterans?

- Zero percent
- 1 to 5 percent
- 6 to 10 percent
- 11 to 15 percent
- 16 to 20 percent
- More than 20 percent
- Do not track
- Do not disclose

Does your company's orientation and/or onboarding process include any elements specifically for military veterans?

- Yes
- No

If so, please describe them.

They are all assigned a new hire "buddy" to help them through the process.

Does your company have any training programs (e.g., management training, skills training) exclusively or primarily for veterans?

- Yes
- No

If so, please describe them.

We have many training courses directed to military personnel.

Does your company have an employee affinity or resource group specifically for veterans and/or reservists?

- Yes
- No

If so, what does the employee group do? Check all that apply.

- Maintains a listserv to communicate veteran- and reservist-related news and information
- Maintains a website or intranet site to facilitate communication and networking among veterans/reservists
- Holds regular social and/or networking events for veterans/reservists
- Organizes military-related service projects
- Offers orientation help for new veteran/reservist hires
- Facilitates mentorship opportunities between veterans/reservists

Other

.....

Does your company have any apprenticeships or on-the-job training programs that are eligible for GI Bill funding?

- Yes
- No

Does your company accept military experience in lieu of technical certification in any fields?

- Yes
- No

If so, please describe the policy.

Certain military experience can substitute for certain fields.

Does your company observe Veterans Day?

- Yes
- No

If so, check all that apply.

- Paid holiday for all or most employees
- Paid holiday for veteran/reservist employees
- Ceremony or event to recognize veteran/reservist employees
- Other recognition for veteran/reservist employees

Other

.....

Is your company involved in any programs to prepare service members for civilian careers?

- Yes
- No

If so, how is your company involved?

Assisting with classes/workshops organized by the military Transition Assistance

Program or Army Career and Alumni Program

Assisting with classes/workshops organized by veterans service organizations

Participating in the Secretary of Defense Corporate Fellows Program

Participating in the American Corporate Partners program

Other

Is your company involved in any efforts/programs to promote the hiring of veterans in the business community?

Yes

No

If so, please describe your company's involvement.

We are very active in Operation Impact.

Does your company make any special accommodations for employees who are military spouses?

Yes

No

If so, please describe.

We will make every effort to help them find a new position within the organization should they need to relocate.

Is your company involved in any other military or veterans' causes or organizations?

Yes

No

If so, please list the organizations and describe the nature of the company's involvement.

We are one of the primary sponsors for the Warrior Games. We are also very active in Operation Impact.

Section 3 of 4: Reserve policies

Has your company signed a Statement of Support with the Employer Support of the Guard and Reserve, the Defense Department agency that promotes cooperation between reservists and civilian employers?

- Yes
- No

Has your company received any awards from the Employer Support of the Guard and Reserve?

- Yes
- No

Does your company have any policies to accommodate or support reservists fulfilling their reserve duty -- typically one weekend a month, two weeks a year?

- Yes
- No

If so, please describe them.

We always work with our reservists to be sure they can fulfil they duty.

Does your company have any policies to accommodate or support reservists called to active duty?

- Yes
- No

If so, what best describes them?

- Pay
- Benefits
- Personal support

Reservist benefits

What benefits does your company offer activated reservists? Check all that apply.

- Medical insurance
- Life insurance
- Promotion opportunities
- Pay raises
- Profit sharing
- Retirement fund contributions
- Sick days
- Vacation day accrual

Other

.....

Does the medical insurance cover dependents?

- Yes
- No

Is there any time limit on medical coverage?

- No limit

Limit:

.....

Does the life insurance cover dependents?

- Yes
- No

Is there any time limit on life insurance coverage?

- No limit

Limit:

.....

Are reservists who volunteer for active duty eligible for these continued benefits?

- Yes
- No

Reservist support services

What kinds of support services does your company offer activated reservists and their families? Check all that apply.

- Financial assistance
- Contact with and personal support for the family
- Contact with and personal support for the service member
- Farewell and/or welcome home events
- Programs or policies to ease reintegration
- Paid time off before or after deployment (in addition to regular vacation days)

Other

.....

Are reservists who volunteer for active duty eligible for these support services?

- Yes
- No

Section 4 of 4: Company, contact info

Tell us more about your company.

Company

Deloitte

Headquarters

Arlington, VA

Number of U.S. employees

Do not disclose

Number of worldwide employees

Do not disclose

Fiscal 2010 revenue

Do not disclose

Website

www.deloitte.com

Employment website

<http://careers.deloitte.com/gateway.aspx>

Please describe your company's products and/or services briefly.

For U.S. military personnel transitioning to the business world, Deloitte offers an unparalleled opportunity to create a challenging and rewarding career. Military leadership means producing exceptional results, often navigating under the most demanding conditions. Such performance translates well into a career at Deloitte, where our professionals diagnose complex problems and provide solutions to our clients' most pressing business challenges across an array of disciplines. Many former military personnel join our Federal practice, where they work side by side with clients to design and implement their most strategic initiatives. With more than 5,700 former government executives and dedicated practitioners, our Federal practice is known for its deep industry insight and robust capability to anticipate emerging issues and deliver innovative solutions quickly. We offer a multi-disciplinary perspective through our portfolio of consulting, audit, tax and financial advisory services, which means you'll have more fields and specialties to choose from, and the opportunity to work across disciplines to provide truly comprehensive solutions.

Please check this box to confirm that you answered these questions accurately and to the best of your ability.

I have answered these questions accurately and to the best of my ability.

Click here to review your answers or print a copy for your records before submitting. Just be sure to return to this page and click "Submit."

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