

NH VETERAN-FRIENDLY BUSINESS NETWORK E-NEWSLETTER

August 2022

Message from Department of Military Affairs and Veterans Services

Hello, NH Veteran-Friendly Businesses! The summer is coming to a close and there are so many exciting things happening to let you know about! Outreach to transitioning Service members to encourage them to choose New Hampshire for their civilian home, a new Lunch & Learn educational series for Network members, a date secured for a national job fair to recruit military-connected employees (just for NH Veteran-Friendly Businesses!), an Annual Recognition & Workshop Event and so much more! Read on...

Over the past few months we've recognized several new businesses and extend a congratulations and welcome to our newest network members: First Command, Pitco, Heatable, Corning, Pennichuck Water, Matrix PMO and Trusted Internet LLC!

Is it time to renew your recognition? Many of the businesses within the Network were first recognized in 2020 during the program's inaugural year, so you are **due to renew your recognition** as it is only good for two years. You are encouraged to complete and submit a [new application](#) which can be found on the [DMAVS website](#). The revised application is quite different from the one you completed in 2020. Revisions were a direct result of great feedback we received from applicants. We feel it is easier for businesses to complete and allows you to get recognition for the myriad of ways you might demonstrate veteran-friendliness.

DMAVS Website & Social Media Update

There are a variety of resources available to your business on the [NH Veteran-Friendly Business page](#) on the DMAVS website.

Examples of what you can find there are: a handout with talking points about the benefits Veterans might find when choosing New Hampshire as their new permanent home or state for employment, access to the NH Veteran-Friendly Business Online Training Portal created by PsychArmor, NH Works Resource Referral Guide for NH Businesses, DAV Hiring Guide, information about programs like the DOD Skillbridge Program and the DOL Apprenticeship programs and much more!

Check out events of interest to the Veteran community and those who serve or employ them on the [DMAVS Community Calendar](#)! Share this calendar with your military/Veteran employees and if you have an event you'd like us to add, please let us know (instructions on how to do that are on the [Calendar](#) page).

Follow the Department of Military Affairs & Veterans Services on Facebook and LinkedIn! Search for "State of NH Department of Military Affairs and Veterans Services" on both platforms. Each Friday we highlight a NH Veteran-Friendly Business. If you haven't submitted information you'd like us to share yet, please send that to James.G.Roberg@DMAVS.nh.gov. Let us know what you're proud of and how you support military/Veterans and we'll be happy to highlight your business! Include photos or links, too!

Network Updates

Upcoming Events for Network Members

There are numerous events coming up to help your business get a step ahead with recruiting, hiring and retaining military/Veteran employees! Check out all of the following events to see what meets your needs!

Lunch & Learn Series ****NEW!****

DMAVS will be hosting free monthly virtual, live sessions for businesses in the network to get more information about specific topics related to recruiting, hiring, retaining or serving military, Veterans and their families. Each session will be a 20-30 minute presentation + 10-15 minutes for questions. When you receive the invitations you are encouraged to also forward them to others in your organization who may be interested in the topic.

The following sessions are currently scheduled and additional ones will be announced as they are confirmed. If you have a suggestion, please let Jim Roberg or Amy Cook know!

New Hampshire's Recovery Friendly Workplace Initiative*

August 24, 2022 12:00-12:45PM

Presenter: Karen Morton-Clark

*invite and virtual link has already been sent out – if you did not get one and would like to attend, please email Amy.M.Cook@dmavs.nh.gov .

The NH Governor's Recovery Friendly Workplace Initiative is administered by Granite United Way in partnership with the State of NH. Karen Morton-Clark, a Recovery Friendly Advisor, will present information about the initiative, its importance, how it can benefit businesses and their employees and how your business can join the initiative.

Holiday Cards 4 Our Military – NH Veteran-Friendly Business Challenge!

September 8, 2022 12:00-12:45PM

Presenters: Laura Landerman-Garber, Ph.D. and LTC JJ Johnson

Since it was founded, Holiday Cards 4 Our Military has sent more than half a million cards to United States military members! Over the last three years, an average of 120,000 cards per year have been sent to Service members and their families. Hear from Laura Landerman-Garber, Ph.D., co-founder of Holiday Cards 4 Our Military Challenge, and LTC JJ Johnson USAF, Commander of the 29th Intelligence Squadron, Ft. George G. Meade as they share the impact of this endeavor and challenge the businesses within our network to support their 2022 goal! November 18th is the deadline for card donations so they can reach recipients for the holidays. Find out how your business and employees can be a part of this impactful initiative!

Apprenticeships for All Industries

October 13, 2022 11:30AM-12:30PM

Presenter: Wynn Young

An apprenticeship can be a valuable tool in your business's military/Veteran recruitment plan. Learn from Wynn Young, State Director of the NH Office of Apprenticeship at the U.S. Department of Labor how apprenticeships are being used to recruit and develop careers for those with military experience in a variety of businesses and industries.

Quarterly Network Meeting – September 23, 2022

****This information has changed since the newsletter was distributed via email!****

The next Quarterly Network meeting will be held *virtually* on Friday, September 23rd 2PM-3:30PM.

Representatives from NH Veteran-Friendly Businesses and network partners are invited to attend. An electronic invitation will be sent out to the email distribution list with details and an agenda.

Quarterly meetings are held in September, December, March, June.

Military Family National Job Fair: Make NH Your Home-- October 5, 2022

Time: 4pm-7pm

Location: Virtual platform, [Handshake](#)

Hosts: Southern New Hampshire University and Department of Military Affairs and Veterans Services

Technical Assistance Session: Friday, September 9th 1:30PM (via Zoom)



Description: On October 5, 2022 the employers and partners of the NH Veteran-Friendly Business Network will be inviting military connected students (actively serving, reservists, Guard, Veterans and military spouses) from multiple colleges and universities across the country to attend a live, virtual event where they will hear about why New Hampshire is a great place to meet the needs of their family and have the opportunity to learn about career opportunities at businesses in New Hampshire that respect, understand and value service to the nation. The Department of Military Affairs and Veterans Services will provide three (30min) sessions on the resources available in New Hampshire for families. Participating employers will have the opportunity to schedule group info sessions about career opportunities at their business and also schedule 1:1 sessions with interested job seekers.

Multiple colleges and universities will be asked to provide the invite to their military-connected students to this live, virtual event hosted by SNHU and DMAVS on the Handshake platform.

Business representatives will receive separate invitations to participate with more details.

SNHU and DMAVS will be hosting a virtual Technical Assistance Session on September 9th 1:30PM for any organization that needs help creating an account in Handshake or wants more information about the format of the event. An invitation and Zoom link will be sent separately for the 9/9 TA session. Anyone participating in the event as an employer or partner needs to register for the event through Handshake no later than 9/14/22. There is no cost to participating.

Annual NH Veteran-Friendly Business Event – November 15, 2022

****This contains updated details!****

SAVE THE DATE!

1-2 representatives from each NH Veteran-Friendly Business will be invited to attend this event.

November 15, 2022

9:30am-2:30am

Puritan Backroom Restaurant, 245 Hooksett Rd, Manchester, NH 03104

1-2 representatives from each NH Veteran-Friendly Business will be invited to attend this event. The event will include recognition of businesses, opportunities to network, morning speakers to highlight ways in which your business practices can support the overall wellness of military/Veteran employees, a catered lunch, and afternoon speakers to provide ideas and share success stories on ways to enhance your company's military/Veteran recruitment efforts.

Veteran Recruitment Efforts

Marketing Outside New England

The Department of Military Affairs and Veterans Services has selected a vendor to provide marketing services in the coming months to spread awareness to Veterans and others about the resources available in the state. NH Veteran-Friendly Businesses will have an opportunity to provide input and participate in the marketing outreach efforts.

This past spring, DMAVS began sending Welcome Home letters and information about NH Veteran-Friendly Businesses to service members transitioning out of the military who have identified New Hampshire as their permanent home. Additionally, information about the benefits of living, working, and continuing service in New Hampshire is also now being provided to Transition Assistance Programs across the country and NH Veteran-Friendly Businesses are highlighted as recommended resources for those seeking employment. New Hampshire is the first state to provide TAPs state-specific information in an attempt to encourage transitioning service members to choose our state as their next home! Please let us know if you see results of this effort!

Legislative Committee

HB 1106 (bill relative to establishing a committee to study recruiting members of the armed forces into the workforce) put forth by Representative Richard Lascelles was passed and will be implemented soon. The committee is currently recruiting members. DMAVS expects this to be a great opportunity to move forward a variety of military/Veteran employment initiatives in the state.

Resources For Your Business

Resources for Recruiting and Retaining Veterans

DMAVS has added a page to its website where a variety of resources will be shared for businesses looking to recruit and retain Veterans. This page will be updated regularly as more valuable resources are discovered.

<https://www.dmavs.nh.gov/veteran-friendly-businesses-0/resources-veteran-friendly-businesses>

Hiring Our Heroes

Through world-class hiring events, digital programs, and internships, HOH connects businesses with accomplished individuals from the military community who are ready to work. Check out what they can offer to supplement your military/Veteran recruitment efforts.

<https://www.hiringourheroes.org/employers/>



DoD SkillBridge

The DOD SkillBridge program is a win-win opportunity for both Service members and employers! The program is an opportunity for Service members to gain valuable civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days

of service. SkillBridge connects Service members with industry partners in real-world job experiences in locations across the country. For Service members, SkillBridge provides an invaluable chance to work and learn in civilian career areas. For industry partners, SkillBridge is an opportunity to access and leverage the world's most highly trained and motivated workforce *at no cost* to the business. Service members participating in SkillBridge receive their military compensation and benefits, and industry partners provide the training and work experience. Many Service members go on to full-time employment in those companies at the conclusion of the program. The brochure available [HERE](#) provides information for prospective SkillBridge Partners on how to apply. The SkillBridge website also has a number of other good resources which can be found [here](#). There are several companies taking advantage of this program currently in New Hampshire! If you'd like to be connected to a company currently using SkillBridge, please contact Jim Roberg via email James.G.Roberg@DMAVS.nh.gov to request a connection.



NH Veteran-Friendly Business Network Online Training Portal

Looking to enhance professional military cultural competency for yourself or your employees? Or do you want your staff to complete training that can be used to increase your level of recognition? The Department of Military Affairs and Veterans Services worked with PsychArmor over the past year to create an online training portal just for NH Veteran-Friendly Businesses and their employees! PsychArmor® is a 501(c)(3) nonprofit that offers critical resources to Americans so they can effectively engage with and support military service members, Veterans, and their families including online training videos delivered by national subject matter experts who are fiercely committed to educating the civilian community about military culture – at no cost to the learner. Through this free, online portal individuals can access a variety of trainings curated specifically for your employees to increase military cultural competency and knowledge about how to effectively recruit and retain Veteran employees. Some trainings are only a few minutes, others are more in-depth. See what matches your needs!

<https://groups.psycharmor.org/sign-up/new-hampshire-veteran-friendly-business-network-training/?gid=361247&unHip3r7cneac>

This link will bring you to the registration page with the NH Veteran-Friendly Business logo. After filling out the registration form, you will then be directed to your Dashboard page which will have the recommended trainings. Share the link and information with your staff! In the coming month there will be some updates to the portal including a customized, shorter URL!

Check out these other training opportunities to see if they meet your staff training needs:

- **NH's Online Training Portal for NH Veteran-Friendly Businesses** – see info above
- **Veterans at Work Certificate Program (10 PDCs)**. Offered by Society for Human Resource Management Foundation (SHRM) and PsychArmor. SHRM Foundation offers this free Certificate virtually through online surveys, readings, and courses at PsychArmor. Register at: www.shrm.org/foundation/about/Pages/Veterans-at-WorkCertificateProgram.aspx
- **PsychArmor Military Cultural Competency Trainings for Human Resource Professionals & Hiring Managers**– Multiple training options divided into 10-50 min self-paced online segments. www.psycharmor.org

- **Star Behavioral Health Providers Training** – Free registration. Free CEs. All trainings are currently virtual. Tier 1 is a foundational training to educate any professional – for non-clinical professionals, it can be attended alone. Or it can be taken as a pre-requisite for Tiers 2 and 3 which are for clinical professionals. Learn more or register at: www.starproviders.org

Other Training Opportunities

Veterans Institute presented by Disney

8/19-8/20/22

Registration is open for this free two-day event!

Veterans Institute Summit is a complimentary event created to inspire business professionals and organizations utilizing actionable insights from The Walt Disney Company's Heroes Work Here initiative. Created to hire, train and support military veterans and military spouses, Heroes Work Here has resulted in more than 10,000 veterans joining The Walt Disney Company since its launch in 2012.

[Overview](#) | [Veterans Institute Summit](#) | [Disney Institute](#)



Apprenticeships

There are multiple grants for apprenticeships that businesses in NH can take advantage of to strengthen their workforces. In particular, the Community College System of NH now has three grants and they encourage use of Veterans for apprenticeships. There are three specific locations for recruitment. The following links provide a wealth of information related to these apprenticeship opportunities. Attend the 10/13 Lunch & Learn to learn more about apprenticeships and how your business can benefit from them!

WWW.APPRENTICESHIP.GOV

New Hampshire Resources

Plumbing Apprenticeship Card Application:

<https://www.oplc.nh.gov/sites/g/files/ehbemt441/files/inline-documents/sonh/mechanical-plumbing-apprentice-packet.pdf>

Electricians Apprentice Application: <https://www.oplc.nh.gov/electricians-board-apprenticeship-requirements>

NH Employment Security, Employer Services: <https://www.nhes.nh.gov/services/employers/index.htm>

Apprenticeship NH: <https://apprenticeshipnh.org/>

NH Sector Partnerships Initiative: <http://www.nhsectorpartners.org/>

****FREE** Apprenticeship Job Posting**

USDOL National Posting: <https://www.apprenticeship.gov/list-your-apprenticeship-jobs>

Apprenticeship NH: <https://apprenticeshipnh.org/for-individuals/apply/>

NH Works Job Match: <https://nhworksjobmatch.nhes.nh.gov/vosnet/Default.aspx>

Additional Apprenticeship Resources

Blogsite: <https://apprenticeshipusa.workforcegps.org/>

Apprenticeship Investments: <https://www.dol.gov/featured/apprenticeship/grants>

Partnership for Your Success (PaYS) Program

The Partnership for Your Success (PaYS) Program is a strategic partnership between the U.S. Army and a cross section of corporations, companies, and public sector agencies. The Program provides America's Soldiers with an opportunity to serve their country while they prepare for their future. PaYS Partners guarantee Soldiers an interview and possible employment after the Army. This unique Program is part of the Army's effort to partner with America's business community and reconnect America with its Army. TMobile, Sears Holdings, Century 21 Real Estate, Union Pacific Railroad and Dead River Company (a NH Veteran-Friendly Business!) are among the many companies that are using this program in their military/Veteran recruitment efforts.

<https://www.armypays.com/INDEX.html>

Resources For Your Veteran Employees

Department of Military Affairs & Veterans Services

The Department of Military Affairs & Veterans Services (DMAVS) which includes the Division of Veterans Services is available to you and your Veteran employees. If a Veteran employee needs assistance learning what benefits she might be available for or applying for and accessing those benefits, please connect her with the Division of Veterans Services. If a Veteran employee is experiencing a need that he is finding it difficult to meet, please connect him to the Department of Military Affairs and Veterans Services and we can connect him to appropriate resources.

In the past, a variety of companies have hosted Veteran Info Sessions for Veteran employees and we are always available to schedule with you if that is something you'd like to provide for your employees. Representatives from the DMAVS and the Division of Veterans Services can host brief info sessions virtually or in-person for your Veteran employees to learn about the services available to them in New Hampshire and how Veterans Services Officers can help them access benefits. Please contact Amy Cook to learn more.

The DMAVS website also has a variety of helpful resources for military & Veteran families. Get more information about [DEERS/RAPIDS ID](#) cards and locations to get new ID cards. Review [New Hampshire State Veterans Benefits](#) document that outlines all the different benefits available to military & Veterans. The Department's [Community Calendar](#) details events, activities and trainings that would be of interest to the military/Veteran population as well as businesses or community providers. Refer your Veteran employees to www.dmavs.nh.gov/veterans-services for a variety of helpful information and resources.

Division of Veterans Services

1-800-622-9230

NH Department of Military Affairs and Veterans Services

(603) 225-1360

Veterans VA Town Hall Series

August 17, 2022 5:30 PM-6:30 PM

Location: Service Credit Union, 3003 Lafayette Rd, Portsmouth, NH 03801

September 1, 2022 5:30PM-6:30PM

Location: Conway Public Library, 15 Greenwood Ave, Conway, NH 03818

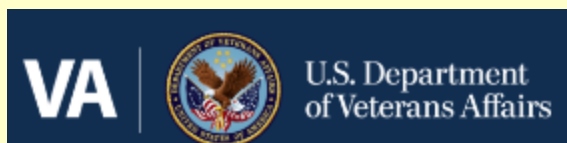
September 14, 2022 5:30PM-6:30PM

Location: American Legion Post 1 849 North Main St, Laconia, NH 03246

All are welcome to attend and speak with subject matter experts from the Manchester VA Medical Center on VA Eligibility, eHealth Exchange, Health Promotion, and more.

Bring your DD Form 214 discharge document and join us!

For more information, contact Mike Bichrest, VA Outreach Coordinator
(603) 203-8391 or email Michael.Bichrest@va.gov



Military Retirees Gray Area Retirees, Family Members and Survivors 24th Annual Northern New England Military Retiree Activity Day

August 27, 2022 8:00 AM - 1:00 PM

Location: New Hampshire National Guard Army Aviation Support Facility, 26 Regional Dr, Concord NH 03301

Here's What's Available: Legal Assistance, Health Care Information, Survivor Benefits, Recreational Facilities, Veterans Administration, Veterans Cemeteries, Veterans Home, DEERS/ID Card Renewals, and much more.

0800-0900 Registration; 0900-0945 Opening Ceremony; 0945-1300 Exhibitor Displays Open

For more information contact: COL (ret) Frank Musmanno 603-495-3042 or CSM (ret) Mike Rice 603-493-4918

Camp Resilience Veteran Couples Retreat

September 15, 2022 - September 18, 2022

Location: Fireside Inn, Gilford

Preregistration necessary: www.camp-resilience.org/apply



Description: Camp Resilience Programs are designed to support and bolster Veteran Couples' Resiliency. The retreat will promote Veteran community by blending experiential learning activities (kayaking, hiking, yoga, aerial treetops adventures) with life skills workshops. Workshops center on self-care concepts such as: Communication 101, Resolving Conflict, and Restoring Balance. This retreat offers opportunities to strengthen couples' relationships. To highlight the experience, 'fireside rap sessions' offer facilitated peer to peer support and promote community among participants. Retreats include food, lodging and activities, and are free to all participants.

Warriors @ 45 North

Fall 2022 Trips and Recreation Events

Location: 93 Mercier Ln, Pittsburg, NH

The mission of Warrior @ 45 North is to provide care and rest through outdoor activities at NO cost for Active Duty, retired, and anyone who has served in the Armed Forces. Events are facilitated and supervised by Veterans!

Warrior 45 North offers many activities including: Fishing, Hunting, Kayaking, Boating, Fly Tying, Shooting, Hiking, ATV Riding(with Staff), Snow Machine Riding, RELAXING, and much, much more!! Warriors @ 45 North (warriors45north.com)

Choose between a day, several days or a week at a time. Contact Ray well in advance in order to get paperwork done and to get pre-approval of requested time. RAY BOOSKA, EMAIL:

raysgnw01@gmail.com Phone: 603-237-9396 <https://www.warriors45north.com/trip-page>

August 15th to 21st - Fishing and ATV Riding

September 24th - October 9th - Cast and Blast / ATV Riding

September TBD - Bear Hunting - Reservations Required

November TBD - Deer Hunting - Reservations Required

2022 Seacoast Veterans Conference

September 24, 2022 8:30 AM - 2:30 PM

Location: 3003 Lafayette Rd, Portsmouth NH

The Service Credit Union Impact Foundation is proud to present the 10th Annual Seacoast Veterans Conference at Service Credit Union located at 3003 Lafayette Road Portsmouth, NH. Join us for a day dedicated to educating veterans on resources to better their health and well-being.

Bring your DD214 for VA Health Care Enrollment with VA Benefits Expert. Have questions? Contact Sarah Kuhl at 603.422.7829 or skuhl@servicecu.org. More info and register [here!](#)



All of the above events and activities can be found on the DMAVS Community Calendar in addition to *many* others!

[DMAVS Community Calendar](#)



Final Thought

Thank you to those who have continued to provide input and give feedback on how this Network can be designed and developed over time to address the needs of the military/Veteran population and also the needs of your organizations. We have taken some exciting steps forward and look forward to continued development based directly on your input! Be sure to look carefully through the upcoming events being hosted for the Network and save the dates in your calendar! We hope to see many of you at the Quarterly Network Meeting on September 23rd!

Thank you for your continued service and commitment to service members, Veterans and their families!