

# VETERAN SUPPORTIVE SUPERVISOR TRAINING

### Study for Employment Retention of Veterans (SERVe)



## THE PROJECT

#### The Study

To increase support and retention of Veteran employees in the civilian workforce through supervisor training.

#### The Need

Policies & programs aimed at recruitment & hiring of veterans do not focus on integrating veterans into the civilian workforce.

#### The Science

Our prior research finds that when supervisors are taught Family Supportive Supervisory Behaviors (FSSB), workers experience higher job satisfaction, report less work-family conflict, and have better physical and mental health.

## THE TRAINING

## LEARNING

### Military Experiences and Values

Military Veterans make great employees! Learn how positive military values and barriers to success affect reintegration.

## 9

### Guiding Principles in a Changing Workplace

Flexibility and perception are the foundations of supportive supervision. See these principles applied when work and non-work realms interact with military service.

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### Supportive Supervisory Behaviors

Supportive supervision is easier than you think! Discover concrete ways to support your employees in your day-to-day interactions.

## PRACTICE



Reinforce what you have learned and apply it to real world settings. Users are asked to log their daily supportive behaviors for two weeks



### 81% RATED THE TRAINING AS 'EXCELLENT' OR 'GOOD'



### 95% FOUND The training USEFUL FOR Their Work



91% WOULD RECOMMEND THE TRAINING TO OTHERS

www.servestudy.org | servestudy@ohsu.edu



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## **TRAINING OPTIONS**

## ONLINE

Veteran Supportive Supervisor Training can be accessed on our website for FREE at www.servestudy.org/vsst.

The VSST is interactive and self-paced. Most users complete the course in about an hour.

### **EXISTING LEARNING SYSTEM**

Veteran Supportive Supervisor Training is SCORM and TinCan API compliant and can integrate seamlessly into most Learning Management Systems.

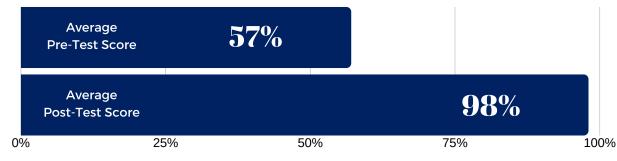
This method allows companies to collect preand post-test scores. Customization is available.

"Very helpful and relevant information for understanding the value that veterans and reserve/guard members bring to the workplace." "This training is applicable to all employees, but I really feel it has...provided me with a way to begin conversations with veterans in my department"



"I found not only a lot of value in the information about veterans, but found that info also applies frequently to other employees and can improve support in both areas."





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