

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

1

Military Experiences and Values

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

2

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.

3

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

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 pre- and 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.”

Supervisor Training:

