

## About Veteran Affinity Groups

Veteran Employee Affinity Groups provide support and networking opportunities such as mentoring, community outreach, career development, and veteran cultural awareness activities. Another term for Affinity Group include Employee Resource Group (ERG), Employee Network Group (ENG), Business Resource Group, or even just "Veteran Club".

These groups can include employees who have prior military service, including employees active in the National Guard and Reserve, and may include military family members.

## How Can Your Office Help?

The hardest part of organizing these groups is in the beginning. Our Montgomery County Office of Veteran Affairs Community Outreach Specialist can directly help you get organized and put your affinity group to work in important civic activities such as:

- Cemetery Censuses
- Greeting Card Writing Campaigns
- Homeless Outreach
- Food Insecure Veteran Support
- Music Therapy Groups
- Ruck Activities
- Fundraisers
- Home Repair Support
- Veterans Dinners
- Friendly Check-ins (in person/phone call)

## Contact Us

Montgomery County Human Services Center  
1430 DeKalb Street  
Norristown, PA 19404-0311  
610-213-4022  
Fax: 610-278-5935  
TeamVeterans@montgomerycountypa.gov  
www.montcopa.org/veteransaffairs



@HHSMontcoPA



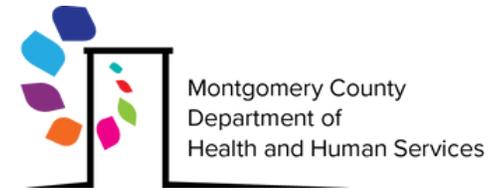
Montgomery County Board of Commissioners  
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Joseph C. Gale, Commissioner

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**MONTGOMERY COUNTY MOBILE CRISIS**  
1-855-634-HOPE (4673)



## Office of Veteran Affairs



# What are some promising practices to consider for a Veteran or military affinity group?

## Organizational strategy

- Business plan/strategy that includes by-laws, goals, and chair people (membership, outreach, etc.)
- Regular meetings to discuss insights, needs, challenges, and successes of members
- A clear form of communication to the entire group (e.g. email or social media groups)
- Enlist a sponsor from senior management to represent and support the group

## New employee orientation

- Provide assistance to the new Veteran employee transitioning to the civilian culture
- Provide opportunities for mentorship with seasoned employees who are also Veterans

## Career and leadership training

- Provide career development training
- Help members move and grow within the organization
- Raise members' visibility within the organization
- Discuss leadership in the civilian workplace

## Management assistance

- Provide assistance with Veteran recruiting
- Members attend job fairs and networking events to connect with Veteran candidates
- Act as an internal focus group for the organization, giving valuable insights into diverse marketplaces

## Mentoring and coaching

- Assist in providing mentors with military experience to newly hired Veterans, as desired
- Offer training to volunteer mentors within the group

## Referral services

- Maintain a list of Veteran services within the organization, and the steps to seeking assistance
- Provide information on Veteran services from the Montgomery County Office of Veteran Affairs
- Include resources for spouses and family members

## Networking and social activities

- Maintain a website or social media
- Hold social activities (e.g. meet-and-greets, family get-togethers)
- Include family members in the activities
- Celebrate holiday remembrances (e.g. Memorial Day, Veterans Day, Individual Service Birthdays)
- Contact members regularly

Veteran Employee Affinity Groups can:

- ATTRACT potential Veteran employees by providing a comfort zone for new hires,
- INCREASE camaraderie by offering Veterans opportunities to network with each other and find out what's going on within the organization, and
- PROVIDE a resource of knowledge and experience for product/service development and marketing through workplace discussions.

Also, these groups can build the company's external reputation through community involvement. MOST IMPORTANTLY, evidence suggests they can increase morale, retention, and career development.

