



Untapped Talent Training Series: Veterans Training 4 – Stereotypes & Myths

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Veteran Stereotypes & Myths

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**Department of
Veterans Services**

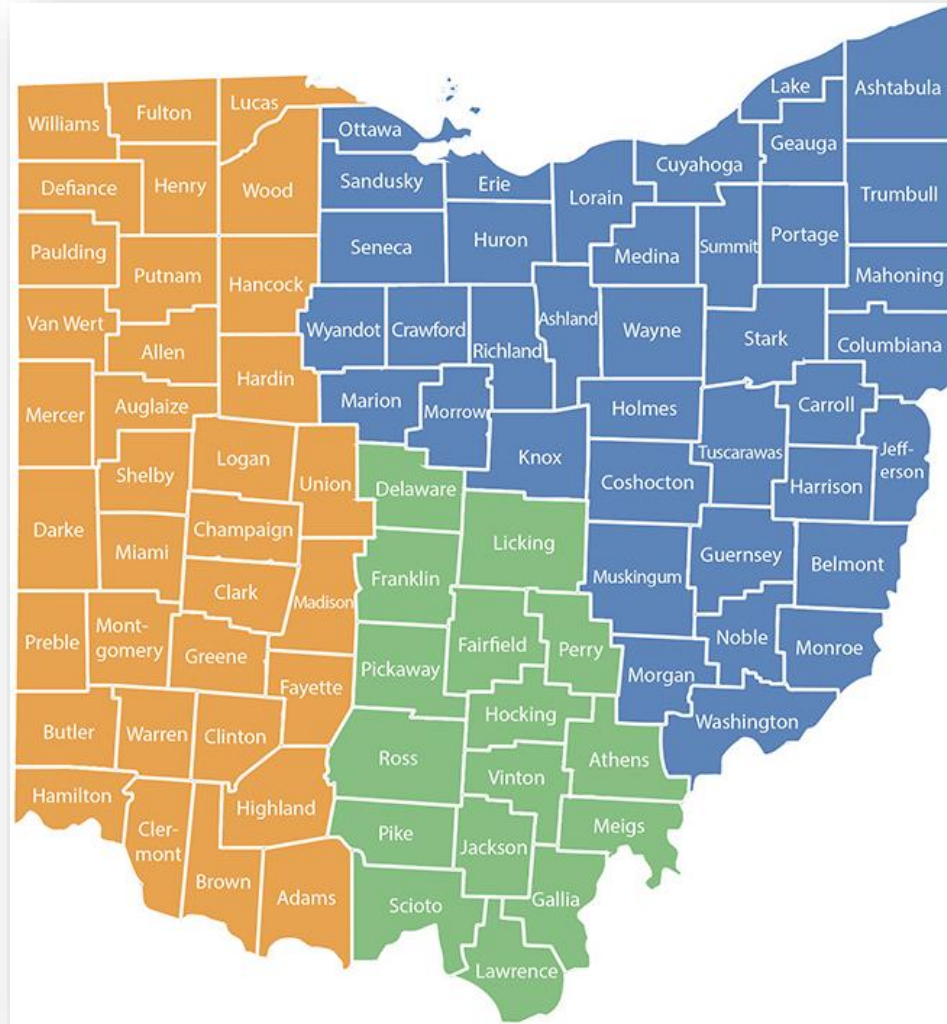
About Me



- Born and raised in a military family
- Army Veteran – Medical Logistics Officer
 - Ohio Troops to Teachers Manager
- M. Ed. OSU – 2003
 - Special Education
- M.P.A. Troy State Univ. – 1987
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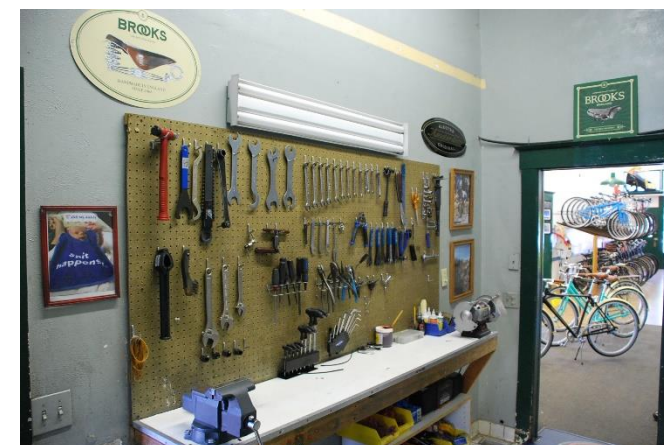
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What We Provide

- One-on-one or group training for employer human resources staff and senior management
- Support to veteran employee resource groups
- Connections to veteran applicants via OhioMeansJobs, National Guard Employment Enhancement Program, etc.
- Information for apprenticeship/OJT approval



Training Presentations



- Veteran Hiring Overview
- Military Culture
- Veteran Benefits and Resources
- Stereotypes and Myths
- Interviewing Veterans
- Mental Health
- Veteran Employee Resource Groups
- Managing Veterans
- Military Spouses



ODVS Workforce Website



The screenshot shows the website's navigation bar with the Ohio Department of Veterans Services logo and various menu items like "EDUCATION", "BENEFITS", "RESOURCES FOR VETERANS", etc. Below the navigation, there's a breadcrumb trail: "DVS / Jobs & Education / Veterans Workforce Team / Training Resources". The main content area features a "Training Resources" heading, a "Jobs & Education" sidebar, and a central graphic for "SHRM RECERTIFICATION PROVIDER 2020". A text block below the graphic states: "The ODVS Veterans Workforce Team is recognized by the Society for Human Resource Management to offer Professional Development Credits." A "Share this" button with social media icons is also present. At the bottom, a "Presentations" dropdown menu lists various topics such as "Creating a Veteran Employment Process", "Interviewing a Veteran", and "Veteran Hiring Overview".

Overview

- Popular Culture Perspective
- Mental Health
- Employment
- Reintegration into the Community
- The Veteran Perspective
- Questions

Biases ?



Popular Culture Perspective



- The Media's Portrayal of Veterans:
 - Heroization vs Unstable War Victim
 - Examples from pop culture: Top Gun, Rambo, American Sniper, The Hurt Locker
 - This dichotomy can prevent seeing the veteran as an individual and disregards the breadth of experiences that veterans have lived.
 - Funneling Effect
 - Stereotypes about veterans seem to encourage behaviors and careers for veterans
 - Veterans are less likely to apply, be interviewed, or become hired for positions that don't fit with notions of "self-sacrifice".



Areas of Skills/Training

Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
Total	391,120	246,696	31,000	162,795	268,301	1,099,912	100.0%

SOURCE: U.S. Department of Defense, Defense Manpower Data Center

Misconceptions of Veteran Mental Health



- Media Depictions:
 - Stereotypically shown as war survivors dealing with Post-Traumatic Stress Disorder, Traumatic Brain Injuries, etc.
 - Misrepresentation of the average Veteran experience
- The vast majority of veterans served in a non-combat specialty/support function.





Mental Health

- **Myth: Veterans suffer disproportionately from PTS**
- **Fact: While veterans do experience PTS, their susceptibility to PTS is no greater than the average person**
- **Myth: Due to combat induced PTS, veterans are a liability and can break at any moment**
- **Fact: There is no data that confidently links PTS with a propensity for violence**

Mental Health



- **Myth: Veterans get TBI in combat and are permanently damaged**
- **Fact: More than 1.7 million mild TBIs occur in the civilian community; most patients with mild TBI experience no long-term effects**
- **Myth: Veteran behavioral health challenges are specific to this generation**
- **Fact: Today's veterans are no more vulnerable to behavioral health challenges than previous generations; and have access to better diagnostic and treatment resources**

Mental Health



- Non-conforming to stereotypes:
 - Women Veterans (17%)
 - Guilt from support specialty veterans
 - When the veteran doesn't "look" disabled
 - Combat veterans challenges when they don't conform to the hero/war victim stereotype

Impacts on Employment



- Research on the Funneling Effect:
 - Veterans have lower rates of earnings, even as they have equivalent (or better) rates of employment than their civilian counterparts.
 - “Selfish vs Selfless” Career Selection
 - Selfish: More self-centered, higher earning potential (e.g. finance, real estate, business executives, etc.)
 - Selfless: More service-orientated, less earning potential (e.g. firefighter, teacher, nurses, etc.)

Employment



- **Myth: Most Veterans are not well educated**
- **Fact: The current generation of veterans exceeds, on average, national norms in education and intelligence; more veterans seek some post-secondary education than do their non-veteran peers**
- **Myth: Veterans do not possess relevant civilian job skills**
- **Fact: Military experience imparts key vocational tasks, skills and characteristics on service members that are highly valued and required for success in business and industry**



Employment



- **Myth: Veterans are no more productive than any other candidate**
- **Fact: Veterans, on average, perform as well or better than their non-veteran peers**
- **Myth: Veterans are conditioned to follow orders and lack initiative**
- **Fact: Service members are trained and expected to act on their own initiative consistent with their commander' intent; this empowerment breeds an independence, maturity, and confidence in decision-making that should appeal to any prospective employer**



Employment Issues Due to Misconceptions



- Underemployment:
 - Often, seems to be due to lack of awareness of military experience, or that their KSA's aren't being properly translated.
 - Veterans are more likely to take a pay cut than civilians, including taking a step back in seniority.
 - Issue of applicant tracking systems

Results of Stereotypes in the Workplace



- Less earning potential
- Underemployment
- Retention
- Mental Health concerns

The Veteran Perspective



- **Myth: Civilians do not want to help**
- **Fact: The vast majority of people appreciate veterans and want to help however, many do not know how to reach veterans or simply do not know how to help**
- **Myth: Civilians are not worthy of the sacrifice made by our (veterans) brother and sisters in arms**
- **Fact: Service is not defined by military service alone**

The Veteran Perspective



- Military service can vary greatly depending on the branch and specialty of the veteran.
- Encourage veterans on your staff to share their experiences if they are comfortable doing so.
- If you do have a veteran who might be dealing with trauma from their service, encourage them to access the resources available to them.

Review



- Understand the framework that veterans can be placed into and try to work around it.
- Review hiring practices to ensure that military service is properly counted.
- Encourage veterans to share their individual experiences so that they can relate to their civilian counterparts.
- PTS and TBI are not specific to veterans
- Understand that these stereotypes are usually unintentional and implicit.
- Bridge the gap by helping your civilian staff reach out to veterans and understand each veteran's service.



Questions?

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SHRM Recertification



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RECERTIFICATION
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