



## RESOURCES FOR HELPING VETERANS TRANSITION TO JOBS AND KEEP THEM

Transitioning to employment can be an exciting but stressful process for veterans experiencing homelessness. Maintaining employment over time requires thoughtful planning to identify possible barriers and develop workable solutions. Some of the materials described below focus on: 1) supporting people with disabilities and people experiencing homelessness as they move into the workforce, and 2) strategies for helping those individuals maintain employment and thrive in the workplace. Other materials are specific to assisting any veteran (not just those experiencing homelessness) with the transition to work and maintaining employment.

### [Facilitating Circles of Support for People with Mental Illnesses in Employment Settings](#)

This instruction manual is designed as a training tool to assist staff in implementing the Circles of Support approach for people with psychiatric disabilities who are returning to work. This approach emphasizes increased reliance on natural supports as a complement to—or replacement for—support from paid staff for people with psychiatric disabilities who are in the process of returning to employment. The manual provides step-by-step Circles of Support training.

### [Getting a Job, Keeping a Job: Services and Supports that Promote Employment Among People with Disabilities](#)

[The Center for Studying Disability Policy](#) held a forum in September 2014 where an expert panel discussed services, supports, and accommodations that people with disabilities use to find and keep work. They also focused on lessons learned that can inform the design of programs and policies that foster employment for people with disabilities. The forum's webpage includes links to PowerPoint presentations and supplemental information, including articles and videos.

### [Getting to Work Training Curriculum for HIV/AIDS Service Providers and Housing Providers](#)

This training curriculum is offered by the U.S. Department of Labor and the U.S. Department of Housing and Urban Development (HUD) to help HIV/AIDS service providers better serve clients with HIV/AIDS who may be homeless as they transition to the workforce. Although it is not veteran-specific, the HUD website states that “The content in this curriculum applies to other populations with employment challenges, including people who are homeless and/or have other disabilities, especially episodic disabilities.” The curriculum consists of three 1-hour, self-paced online modules.

### [Job Development and Job Retention for Persons in Recovery](#)

Since 2013, [Boston University's Center for Psychiatric Rehabilitation](#) has offered a hybrid online/face-to-face class on Job Development and Job Retention for Persons in Recovery. The rationale for the course, an overview of the content, and additional resources are described in this special edition of the *Recovery & Rehabilitation Newsletter*.

### [Keeping Work: Research by Broadway](#)

Broadway, a homelessness service program in London, England, recently conducted a research project about how to help people experiencing homelessness get and keep work. This qualitative study analyzed “in-depth interviews with 50 homeless people up to their first year after starting a new job.” The project published two research reports, as well as guides for providers, employers, and people experiencing homelessness. This website offers an overview of the

project with links to the research reports and guides about getting and keeping work while homeless. The guides are described below:

- [Supporting Homeless People to Start, Stay in, and Thrive at Work: A Guide for Support Providers](#)  
This guide for providers offers concrete advice for providing meaningful assistance based on the findings of the study.
- [Starting and Keeping Work When You're Homeless: Lessons and Advice from People Who Have Done It](#)  
This guide has concrete tips, step-by-step advice, and personal stories of accomplishment from homeless and formerly homeless people who found and kept jobs.
- [Supporting Homeless People to Start, Stay in, and Thrive at Work: A Guide for Employers](#)  
This guide offers information about how employers and managers can play a vital role in helping people make work part of their journey out of homelessness.

### **[Make the Connection: Shared Experiences and Support for Veterans – Jobs and Employment](#)**

Make the Connection is a public awareness campaign by the [U.S. Department of Veterans Affairs](#) (VA) that provides personal testimonials and resources to help veterans discover ways to improve their lives.

[MakeTheConnection.net](#) is a one-stop online resource where veterans can explore information about challenging life events and learn about available resources and support. The above Jobs and Employment page provides real-life personal stories and testimonials illustrating how veterans have faced and overcome various kinds of personal challenges to maintaining employment.

### **[Mental Health Works](#)**

This program of the Canadian Mental Health Association includes a range of publications, online learning resources, and other materials that address a broad range of mental health issues in the workplace. Among the relevant resources is a booklet entitled [Hangin' In There: Strategies for Job Retention by Persons with a Psychiatric Disability](#).

### **[Practical Guide for People with Mental Health Conditions Who Want to Work](#)**

This comprehensive manual for serving people with psychiatric diagnoses who want to work was prepared by the [Temple University Collaborative on Community Inclusion of Individuals with Psychiatric Disabilities](#). Although much of the manual is about the process of preparing and carrying out a job search, the final four sections of the guide focus on issues of transitioning to and maintaining employment. These sections are: Dealing with Disclosure, Discrimination and Harassment on the Job; Starting to Work- What to Expect & How to Prepare; Long-Term Employment Supports; and Prioritizing Work for Your Future.

### **[Veterans Employment Toolkit](#)**

The VA has developed this comprehensive toolkit for employers, managers and supervisors, human resource professionals, and employee assistance program providers. The toolkit provides information about military culture, describes what veterans can bring to the workforce, and explains how to support employees who are veterans as they transition to the civilian workforce. There is advice about how to help veterans deal with common workforce challenges and where to refer veterans for more help.

### [Workplace Strategies for Mental Health](#)

This Canadian initiative focuses on supporting people with mental health problems in the workplace. The home page includes a wide range of material, including a tab with links to free training and tools. Among the resources available are:

- [Supporting Employee Success: A Tool to Plan Accommodations](#)

This guide offers concrete guidance for employers about how to work collaboratively with employees who have psychiatric disabilities to develop effective workplace accommodations to help maintain employment.

- ***Working Through It: Stories of Reclaiming Well-being at Work, Off Work, and Returning to Work***

This resource includes [background information](#) on the project, a [Leaders' Guide for using the materials](#), and [video clips](#) of people with mental health challenges discussing workplace strategies that were successful for them.

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