**Deloitte Support of Veterans and the Military Community**

Deloitte remains committed to supporting transitioning veterans, military service members, and their families as part of our focus on helping grow leaders and strengthen America’s workforce. We do this by focusing our resources and support in the areas of employment and physical health & recovery.

**Dedicated Veteran Hiring Initiative**

Deloitte strives to be the professional services organization where the brightest and most talented leaders want to be. The backgrounds and experiences of our people are as diverse as our business offerings, and we rely on the rich, varied experiences of our people to help shape the quality of service to our clients. Transitioning armed forces members and veterans bring invaluable skills, knowledge, experience, and insights that further enrich the diversity of our teams.

Over the years, Deloitte has established several structured veteran hiring programs and onboarding processes aligned to our Talent strategy and business needs; such as our Junior Military Officer Program, which seeks to bring exceptional leadership talent to the Deloitte workplace. Our dedicated Veteran Team of Talent professionals and resources are committed to attracting, hiring, and training transitioning service members across all Deloitte business areas. Our holistic veteran employee lifecycle approach is designed for and committed to long-term veteran success.

Deloitte’s Armed Forces Business Resource Group (AFBRG) now has nearly 20 chapters across the US. This growing network of 1,000+ veterans, Reservists, National Guard members, and supporters continues to provide excellent opportunities for networking, mentoring and onboarding via the Veteran Practitioner Program (VPP), and skills based volunteerism with nonprofit organizations in communities across the U.S.

**National and Local Impact**

Deloitte continues to address veteran transition challenges through pro bono work, delivering more than $3.5 million in pro bono support to military and veterans-related nonprofits across 24 projects in fiscal year 2016 alone while applying client service offerings from Tax, Advisory, and Consulting to 14 military and veteran nonprofit organizations that provide veterans’ services, help veterans start businesses, and support post-military career transitions; over 39k volunteering and pro bono hours contributed to veteran-serving nonprofits across nearly 40 markets in the US; sponsorships of nonprofit organizations such as the USO, Hire Heroes USA, The George W. Bush Institute, Bunker Labs, The Call of Duty Endowment, American Corporate Partners, Syracuse University’s Institute for Veterans and Military Families, and USC’s Center for Innovation and Research on Veterans & Military Families; programs and events such as the Disabled American Veterans (DAV) Winter Sports Clinic and the Warrior Games [2016 Deloitte—Warrior Games video]; workplace giving opportunities leading to over $250K in personal donations to military and veteran-serving nonprofits through the annual Employee Giving Campaign in FY16; corporate donations; and client work and collaboration – including an upcoming convening with clients and leading veteran-serving nonprofit organizations to share best practices on veteran hiring and retention.

**Notable Initiatives**

*Career Opportunity Redefinition & Exploration (CORE) Leadership Program*

As part of the White House’s Joining Forces Initiative, Deloitte committed in 2013 to doubling our veteran hiring ̶ when challenged by the White House to do more, we addressed the employment and retention challenges by creating the Career Opportunity Redefinition and Exploration (CORE) Leadership Program to help transitioning military service members translate their leadership abilities into a business context. The program helps the veterans shift their mind-set to focus on their individual strengths and interests, and encourages them to pursue careers that are a good fit for their attributes.

The CORE Leadership Program at Deloitte University recently completed the eleventh delivery, supporting the transition efforts of 570 military veterans since 2013. Four times per year, cohorts of 50 veterans travel from across the US to DU to attend the pro bono program. As of June 2016, 94% of participants who told us they were actively in the job market have found employment, and 100% said they agreed the CORE program was a valuable investment of their time. CORE alumni are now employed across almost every industry. Although CORE is not a recruiting event, we are thrilled that 43 CORE alumni decided to start their new careers at Deloitte.

Deloitte will continue capitalizing on the success of our flagship veteran transition program through the expansion of our [CORE Leadership program](http://www2.deloitte.com/us/en/pages/about-deloitte/articles/join-deloitte-core-leadership-program.html) portfolio. In 2015, we created CORE Fundamentals, a distilled-down, five-hour version of the CORE curriculum which enables us to reach a broader audience. We have since delivered this new program to 130 transitioning service members in Canada to the Canadian Armed Forces and at locations across the United States including university campuses, and events such as the Air Force Wounded Warrior trials at Nellis Air Force Base. Recognizing that veteran employment continued to remain a top concern, yet there was a disconnect when it came to engaging and retaining our veterans, the CORE portfolio expanded to include CORE Success. The CORE Leadership Program and CORE Fundamentals are designed to help veterans define their strengths and interests and understand how to begin the transition to a civilian career. CORE Success takes the next step by addressing the needs of veteran hires as the common learning program for all veterans who join the firm.

Our people want to make a difference when it comes to addressing societal issues, and the CORE program portfolio offers a key opportunity for them to do that. More than 600 Deloitte professionals signed up to volunteer for the CORE program in the future, including more than 50 of our partners, principals and managing directors. More than 300 of Deloitte personnel have dedicated 8,500 volunteer hours to the CORE programs to date.

*Department of Defense Warrior Games*

For seven consecutive years Deloitte has proudly served as the Presenting Sponsor for the Warrior Games, a Paralympic-style sporting competition for wounded, ill, and injured service members. Deloitte’s ongoing support of the Warrior Games reinforces our commitment to the significant role adaptive sports and athletic reconditioning serve in the successful recovery and reintegration of our service members and veterans. The Games provide a unique opportunity for 250 athletes from across all U.S. service branches and the UK to connect, compete, and recover, and each year 20 Deloitte professionals spend two weeks at the Games helping organize community volunteers, manage logistics, and interacting with athletes, families, and caregivers.

Video: <https://vimeo.com/user35552848/review/185538993/1e78f14860>

**Veterans Day 2016—Honoring America’s Military Veterans**

On Veterans Day, Deloitte will honor America's veterans for their patriotism and service to our country. Deloitte professionals across the U.S. will be encouraged to support veterans and service members in a few specific ways:

* *Send a quick virtual ‘thank you’ to America’s military service members*. Deloitte is teaming with the USO as part of its 75th anniversary to help the organization reach its goal of delivering one million email messages of support to U.S. Armed Forces members around the globe.
* *Sign up to be an advisor to a transitioning veteran through American Corporate Partners’ virtual AdvisorNet platform*. Deloitte professionals may share business experience and areas of expertise in topics like career exploration, resume building, interviewing, and networking.
* *Refer a veteran for a job at Deloitte*. Reinforcing our commitment to veteran hiring and retention, Deloitte has immediate hiring needs for Consulting, Advisory, and the Enabling Areas, and we are building our future pipeline for Audit and Tax.

Additionally there are a variety of local activities and initiatives planned in Deloitte markets all over the U.S. during the week of Veterans Day. For example, the following activities are available to Deloitte professionals in the Washington, D.C. metro area:

* Honor Flight team
* Marine Corps Birthday celebration
* Raffle for December Comedy show
* Virtual Resume Review
* USO Care Package Stuffing events (2)
* MHS Walter Reed
* Miriam’s Kitchen