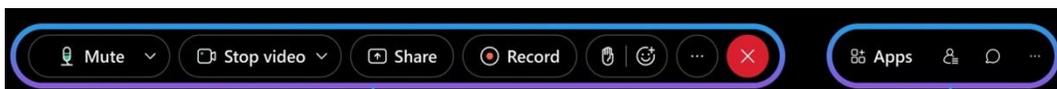# Outline

- **Introductions & Opening**
- **Section 1: Understanding the transition**
- **Section 2: Recognizing strengths & fit**
- **Section 3: Recruitment & support practices that work**
- **Section 4: Retention, belonging, and follow-through**
- **Closing and Q&A**
- **Evaluation**

Introduce yourself using Webex chat:

➢ Your Name

➢ Organization/Agency

➢ Title

Recruiting Veterans

Opening

> **Maria Talis**

> VP Workforce Development

- From your experience, what does a successful transition look like for a returning veteran entering a pre-apprenticeship or workforce pathway?

Section 1: Understanding the transition

- What are the most common barriers returning veterans face when entering civilian training or career pathways like pre-apprenticeship programs?

- What do recruiters and workforce staff most often misunderstand about veterans during that transition?

- What behaviors or responses might be misread in an intake, interview, or orientation setting—but are actually part of normal adjustment?

Section 2: Recognizing strengths and fit

- What strengths do returning veterans often bring that make them strong candidates for pre-apprenticeship and apprenticeship pathways?

- How can recruiters better identify and translate military experience into civilian workforce potential, even when the veteran's background does not clearly match the trade on paper?

Section 3: Recruitment and support practices that work

- What recruiting, onboarding, or support practices are most effective for helping veterans engage and persist in a pre-apprenticeship program?

- What well-intentioned recruiter or program responses tend to create friction, reduce trust, or discourage participation?

- How can recruiters provide support, encouragement, and appropriate referrals without stepping beyond their role?

Section 4: Retention, belonging, and follow-through

- What helps returning veterans feel a sense of belonging and purpose in a workforce training environment?

- What role do structure, communication, and clear expectations play in helping veterans stay engaged through completion?

Closing

- If you could give Illinois Works recruiters one piece of advice for helping returning veterans successfully enter and complete the pathway to apprenticeship, what would it be?

Questions?

Feedback Please!
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Pre-Apprenticeship Program

Thank You!