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Local HR Organization Creates One-of-A-Kind Course to Help Veterans Find Work

Greenville, S.C. — The Greenville Chapter of SHRM (Society for Human Resource Management) has announced the launch of a one-of-a-kind program for military Veterans that gives them a behind-the-curtain view of what it takes to successfully transition into the civilian workplace.

The program, called **Cracking the Code: HR Intel on Civilian Employment**, was developed by local GSHRM affiliated military Veterans and civilian HR professionals to provide a comprehensive look at best practices, starting with the job search and networking and continuing through the first year of employment.

Rick Silva, GSHRM member and retired Army Master Sergeant said, *“This program is unlike anything else out there. It is a comprehensive look into the mindset of HR professionals and what they are looking for throughout the hiring process. Military members and Veterans do not get this insight in their transition classes and that is what make this program so valuable.”*

According to a study conducted by ZipRecruiter and the Call of Duty Endowment, nearly one-third of Veteran job seekers are underemployed, a rate 15.6 percent higher than non-veteran job seekers. (Underemployment is defined as when an employee has higher qualifications than the role uses or requires.)

The study noted, “This higher rate of underemployment may result from the transition process itself, which often results in veterans taking sub-optimal employment in order to replace income immediately after service, particularly in situations where transitioning service members have families to support and cannot afford an extended job search or educational period.”

Cracking the Code is a two-part, three-hour, self-paced video course free to military Veterans, guardsmen, and reservists. It can be accessed now until August 30, 2021. Those who finish both parts by August 8 will be registered for an in-person networking event at 13 Stripes Brewery on August 12. The course can be accessed on Udemy.com through these links:

[Part 1 Registration Link](#)

Password: HRCODE1

[Part 2 Registration Link](#)

Password: HRCODE2

[About GSHRM](#)

Greenville SHRM (GSHRM) is the area's premier human resource organization. With over 500 members, the chapter provides a forum for leadership and learning discussions that impact Greenville's business environment. Our work helps attract and retain world class companies and talent in the Upstate community. GSHRM provides tremendous value to human resource and business professionals through educational opportunities, networking with community leaders and peers, and developing meaningful relationships that aid in professional and personal growth. Learn more at Together4HR.org and on [LinkedIn](#).

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