



How to form partnerships to promote veteran employment

Collaboration can play a key role in advancing veteran employment initiatives. By forming strategic partnerships, setting clear objectives and remaining committed to your shared goals, you can create strengthen and amplify your efforts.

This guide offers some practical tips to help you form and maintain successful partnerships to promote veteran employment.





Forming a partnership

Building a partnership requires more than just an agreement – it takes thoughtful planning and mutual understanding. Here are some essential steps to help you get started:

The following steps can guide you when entering a partnership:



1 Identify a partner for collaboration

Consider organisations that share your mission of supporting veterans. These may include veteran-focused charities and nonprofit organisations, local chambers of commerce, state based veteran employment programs, and private companies committed to hiring veterans such as organisations that have joined the [Veteran Employment Commitment](#). Research their goals, values, and current initiatives to ensure alignment and compatibility.

2 Establish clear goals and objectives

Before entering a partnership, it is important to establish your shared goals and objectives. Whether you aim to offer mentorship programs, share veteran employment resources, or create internship opportunities for veterans, it's crucial to agree on specific goals and objectives that benefit all parties involved. Clear goals lead to better collaboration and measurable outcomes.

3 Leverage each other's strengths

A successful partnership leverages the strengths of all partners. Identify what each organisation can offer the partnership (*e.g. resources, expertise, networks, staff capacity*) and maximise the impact of your collaboration.

4 Plan and design methods for working towards, achieving and measuring outcomes

Establish methods for tracking progress, such as sharing regular feedback from stakeholders, and the assessment of hiring outcomes to ensure your efforts are making a tangible impact.

5

Define roles and responsibilities

Clearly define the roles and responsibilities of each partner to support a smooth and effective collaboration. This includes outlining who will handle specific tasks.

In some instances, you may agree to share the responsibilities for a specific role. For example, one organisation may take on the task of creating a networking event, while the partner organisation provides funding to support delivery of the event.

By establishing these roles you can leverage strengths, prevent confusion and ensure that tasks are executed efficiently and effectively.

6

Agree upon the conditions of the relationship

It is important that all parties involved agree upon the conditions of the relationship, this builds trust and fosters transparency. In the agreed conditions, be transparent about your partnership goals, expectations, and any challenges.

NOTE: You may wish to summarise your agreement in writing via a non-binding Memorandum of Understanding.

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Set up structures for communication

Create clear, consistent channels of communication among all partners involved in the partnership. This could include regular meetings, shared digital platforms, and designated liaisons to facilitate updates, address concerns and ensure all partners are aligned on goals, strategies and expectations.



Being a good partner

Successful partnerships are built on mutual respect and cooperation.

Here are some ways to be an effective partner in promoting veteran employment:

Be flexible:

Collaborative relationships should be tailored to the needs of the parties involved. Be open to adapting your approaches to achieve your shared goals.



Share goals:

Focus on mutual interests and goals. Keep the veteran focus at the forefront and ensure that all parties are committed to supporting veteran employment.

Share Resources:

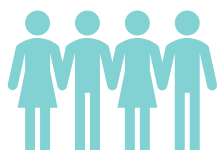
Partnerships thrive when resources are shared. Be proactive in offering support contributing your resources to ensure the success of the partnership.



Embrace difference:

The value of collaboration lies in the different perspectives, strengths and skills that each organisation offers.

Be willing to learn from others whose approach may be different from your own.





Maintaining a partnership

To sustain your partnership in the long-term, consider the following steps:

Celebrate milestones:



Take time to acknowledge the achievements of the partnership. Whether it's the number of veterans placed in jobs, successful events, or key initiatives that were implemented, celebrating milestones reinforces commitment and boosts morale.

Evaluate progress:



Regularly assess the progress of your partnership against the goals you established at the beginning. If things are not going as planned, identify the reasons and work together to adjust your approach.

Address issues quickly:



Any challenges or disagreements should be addressed as soon as they arise. Proactively work through any differences by engaging in honest, respectful conversations.

Nurture the relationship:



Just like any other relationship, partnerships require nurturing. Show appreciation for your partner's contributions and find ways to foster goodwill. Whether it's acknowledging their hard work publicly or offering additional support, making them feel valued strengthens the partnership.

Stay Engaged:



Stay active in your partnership, even during slower periods. Regularly check in, attend meetings, and stay involved in initiatives to ensure the partnership remains strong. Your continued engagement will signal that you're committed to its success.