Disability:IN

Pathfinder Project

Research Amplification Toolkit

Overview

In the military, Pathfinders go first so others can follow safely. Disability:IN's new study, *The Pathfinder Project*, shares the stories of veterans with service-connected disabilities who have built successful corporate careers. It shows why companies get better results when their veteran and disability inclusion efforts work together.

Use the ready-to-post copy, graphics, and key statistics in this toolkit on your channels and with your networks, tag @Disability:IN, and link to the full report at https://bit.ly/3W9odtG

About the Study:

The Pathfinder Project included in-depth interviews with 15 disabled veterans who have found success in corporate America combined with a survey of more than 200 disabled and non-disabled veterans and civilians among Disability:IN corporate partners and their contacts. The Disability:IN research team designed and conducted the study, with guidance throughout from an advisory group of disabled veterans. The study was made possible with support from the Ares Charitable Foundation.

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Key Messages

Leadership drives satisfaction.

Veterans reporting high organizational culture and job satisfaction were especially likely (88%) to say their leadership skills are used at work.

Peers outperform formal programs.

72% of veterans agreed that informal support from military colleagues was more useful than formal transition programs.

Disability often stays private.

Over 60% of disabled veterans almost never refer to themselves as disabled veterans at work.

Few request accommodations.

65% of veterans with disabilities have never requested a workplace accommodation, compared with 36% of civilians with disabilities

Getting in the door is harder.

Disabled veterans reported similar difficulty securing interviews to civilians with disabilities, pointing to challenges beyond translating military experience into civilian hiring language, a chronic challenge for veterans spanning decades.

About Disability:IN

Disability:IN is the leading nonprofit resource for business disability inclusion worldwide. Disability:IN partners with leading companies and drives progress through initiatives, tools, and expertise that deliver long-term business impact. #AreYouIN?

Join the Conversation on Social Media

Sample Post #1:

New research from @Disability:IN explores what helps veterans with disabilities successfully transition from military service to meaningful civilian careers.

The Pathfinder Project examines the role of peer networks, workplace culture, and employers that recognize and put military-learned skills to use.

Learn about the findings and what they mean for veterans and employers: https://bit.ly/3W9odtG

Sample Post #2:

More than 60% of disabled veterans surveyed in @Disability:IN's latest research say they never or rarely talk about their disabilities at work.

Disability:IN's Pathfinder Project uncovers the experiences of disabled veterans in the civilian workforce and what employers can learn about creating workplaces where veteran talent and skills are recognized and valued.

Read the full report: https://bit.ly/3W9odtG

Join the Conversation on Social Media

Sample Post #3:

Veterans with disabilities bring leadership and other valuable skills developed through military service into the civilian workforce. But those strengths aren't always easy to translate into terms civilian employers understand.

New research from @Disability:IN's Pathfinder Project explores what can happen when employers recognize that experience and create opportunities for veterans to put their talents to work. Among veterans reporting high organizational culture and job satisfaction scores, 88% said their leadership skills were being used at work.

Explore the research and what employers can learn: https://bit.ly/3W9odtG

Sample Post #4:

New Research from @Disability:IN:

The Pathfinder Project explores the experiences of disabled veterans in the civilian workforce and what employers can do to better recognize the skills and experience they bring to the workplace.

Uncover the findings: https://bit.ly/3W9odtG

Social Graphics



Alt Text:

Blue Disability:IN graphic for The Pathfinder Project. Subtitle reads: “A Disability-Forward Analysis of Veteran Employment.” The Disability:IN logo appears in the upper right.



Alt Text:

Blue Disability:IN graphic for The Pathfinder Project featuring text in the upper left corner that reads, “Disability:IN NEW RESEARCH.” Text below reads, “THE PATHFINDER PROJECT: A Disability-Forward Analysis of Veteran Employment.”

Download The Graphics Here