



Award-Winning Upstate Veterans Employment Program Goes National

GREENVILLE, S.C., (January 1, 2022) — An award-winning program created by the Greenville chapter of the Society for Human Resource Management (GSHRM) will soon be available to SHRM chapters across the United States.

“Cracking the Code: HR Intel on Civilian Employment” is a free, online course to help Veterans, Reservists and Guardsmen secure civilian employment and excel on the job after completing military service.

The program was piloted in late July and to date 40 individuals have participated. In November, Cracking the Code was awarded the 2021 Workplace Impact Award from SHRM, part of the Pinnacle Awards, the most prestigious honor SHRM chapters and state councils can receive.

“We developed Cracking the Code after recognizing a need for it in Upstate South Carolina,” said GSHRM Workplace Sustainability Director Kelly Shumaker. “When other chapters learned about it through the Pinnacle Awards, they began inquiring about offering it to Veterans in their communities.”

Beginning January 1, 2022, Cracking the Code will be available free of charge to all SHRM chapters in the U.S. GSHRM simply requests that an honorarium be made to [Upstate Warrior Solution](#) or your local Veterans’ organization.

The course covers aspects of recruiting and advancement that are not typically addressed in military transition courses because it directly reflects the perspectives of civilian human resource professionals.

The entire program is conducted online and consists of recorded interviews with seasoned, experienced HR professionals who provide a comprehensive look into the hiring and onboarding process of corporate America. Worksheets are included to provide the tools participants need to put learning into practice.

“Military members and Veterans do not get this insight in their transition classes, which is what makes this program so valuable,” explains GSHRM member and retired Army Master Sergeant Rick Silva.

To learn more or to register, visit [Cracking-the-Code.org](#).

About GSHRM

Greenville SHRM (GSHRM) is the area’s premier human resource organization. With approximately 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](#).

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