U.S. Department of Labor
Veterans’ Employment and Training Service

VETS 101:
An Introduction to Programs & Resources

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• The Veteran Landscape: Veteran Demographics and Trends

• VETS’ Mission (The 4Ps)
  • Prepare: Transition Assistance Program
  • Provide: State Workforce Agencies & The American Job Center Network
  • Protect: USERRA and Veteran Preference
  • Promote: Employer Outreach and the HIRE Vets Medallion Award

• Registered Apprenticeship and SkillBridge

DOL and DOL VETS programs served over 400,000 Veterans, National Guard and Reservists last year

Enabling all veterans, transitioning service members and military spouses to reach their full potential in the workplace
The Veteran Landscape

- **18.5M** Veterans in the U.S.
- **9M** Veterans in the Workforce
- **1.9M** Women Veterans (1 in 10 Veterans)
- **64** Veteran Median Age
  - Men: 65
  - Women: 51
- **200,000** Transitioning Service members Yearly
- **1,100** Career Specialties
- **48%** Veterans are in the Workforce (8.6M)
- **80%** Veterans in the Workforce are 45 or older
- **1.4%** Veterans in the workplace are under 25
- **54%** Unemployed Veterans are 25-54
- **41%** Unemployed Veterans are 55 or older
- **5%** Unemployed Veterans are 18-24
The Shrinking Pool of Veteran Talent

Hiring veterans will become more challenging in the coming years


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Unemployment rate for veterans and non-veterans
Jan 2020 – Feb 2022

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Women Veterans: Hidden in Plain Sight

1 in 68 women is a veteran (1.5%)

1 in 10 veterans is a woman (10%)

1 in 7 men is a veteran (14%)

U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, 2020 CURRENT POPULATION SURVEY, ANNUAL AVERAGES, UNPUBLISHED TABLES (SOME CALCULATIONS DONE WITHIN VETS)

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Women Veterans: Younger, More Diverse

Median Age

- Male veterans: 65 years old (84% white, 12% Black or African American, 1.7% Asian, 7.6% Hispanic or Latino)
- Male nonveterans: 44 years old (78% white, 12% Black or African American, 6.8% Asian, 19% Hispanic or Latino)
- Women veterans: 51 years old (72% white, 22% Black or African American, 2.2% Asian, 10.0% Hispanic or Latino)
- Women nonveterans: 49 years old (77% white, 13% Black or African American, 6.6% Asian, 16% Hispanic or Latino)

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Veteran Value Proposition
It is a good business decision to hire Veterans

- Only 28% of high school Seniors qualify for military service (*2017 DoD data)

- Studies have shown veterans are more productive and have higher retention rates (*Syracuse University: Institute For Veterans and Military Families)

- Veterans and their families have consistently had higher standards of living than non-veterans over the past 40 years: 16% in 2019. (*Pew Research Center)

- Veterans consistently have lower unemployment rates and higher labor participation rates than their non-veteran peers (*BLS)
DOL VETS Vision and Missions

VETS’ Vision: Enabling all veterans to reach their full potential in the workplace

Missions:
• We **prepare** America’s Veterans, transitioning service members, and their spouses for meaningful careers;

• We **provide** them with employment resources and expertise;

• We **protect** their employment rights; and

• We **promote** their employment opportunities.
Prepare: Transition Assistance Program

Initiatives

Employment Navigator and Partnership Pilot
- One-on-one personalized assistance to Transitioning Service Members and their spouses at select military installations
- Launch date: April 1, 2021
- 3,069 TSMs/179 Spouses EN clients through December 31, 2021

Transition Employment Assistance for Military Spouses
- 1st four workshops delivered virtually - every month (Your Next Move, Career Credentials, Mastering Resume Essentials, Marketing Me)
- Five additional workshops added Sep 2021 (Federal Hiring, Interview Skills, Salary Negotiation, LinkedIn Profiles, LinkedIn Job Search)
Uniformed Services Employment and Reemployment Rights Act (USERRA)

- Protects employment rights for veterans, active-duty military, and members of the reserve components
- VETS investigates over 900 cases annually
  - Most cases are resolved without the need for enforcement

Veterans’ Preference in Federal Hiring

- VETS investigates complaints alleging violations of veterans’ preference rights in Federal hiring
  - VETS investigated over 900 complaints in FY 2019

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Discrimination –
USERRA prohibits employment discrimination against a person on the basis of past military service, current military obligations, or intent to serve. An employer must not deny initial employment, reemployment, retention in employment, promotion, or any benefit of employment to a person on the basis of a past, present, or future service obligation. In addition, an employer must not retaliate against a person because of an action taken to enforce or exercise any USERRA right or for assisting in an USERRA investigation.

Reemployment –
In general, if the employee is absent from a position of civilian employment by reason of service in the uniformed services, he or she is eligible for reemployment under USERRA by meeting the following criteria:

• The employer was given advance notice of the employee’s service
• The employee timely returns to work in accordance with USERRA guidelines
• The employee has not been separated from service with a disqualifying discharge
• The employee was not absent from the employer for more than five cumulative years, minus any time exempted under USERRA
**USERRA – Employers**

**Company Size** – USERRA applies to all employers and imposes no minimum number of employees.

**Disciplinary Actions** – USERRA does not prevent applying a company's disciplinary process to covered employees as long as the basis of that discipline is not their military service and is the same as other similarly situated employees.

**Obligation Verification** – USERRA does not allow for the requirement of documentation prior to performing military service and only allows for documentation to be required after military service over 30 days.

**Unit Contact** – USERRA does not prohibit an employer from contacting an employee's military unit if there are concerns about the validity or frequency of an employee’s military service obligation.

**Additional Benefits** – If an employer provides benefits above those required by USERRA they can add eligibility requirements for those additional benefits.

**Technical Assistance** – The VETS team is here to address any questions you have related to USERRA. Its always easier to address concerns before they become a potential issue.
Connect companies with federal, state and local resources to facilitate Veterans’ employment.

Consult with companies on their needs, educate them on resources and assist them with developing apprenticeships to address skill gaps and to attract more Veterans.

Coordinate employment resources and expertise across businesses, employer groups, Veterans’ organizations, state workforce partners and government agencies to promote Veterans’ employment opportunities.

Goal: Make it easier for employers to find and hire Veterans.

https://www.dol.gov/agencies/vets/employers
Finding, Hiring & Retaining Veterans

State Workforce Agencies

• American Job Centers / Career One Stops
• State Job Banks / National Labor Exchange

Federal Resources

• Marine For Life, Soldier For Life, SkillBridge, National Guard Bureau
• Veteran Service Organizations

US Chamber of Commerce: Hiring Our Heroes Events

• https://www.hiringourheroes.org/employers/

DOL VETS Employer Guide


Enabling all veterans, transitioning service members and military spouses to reach their full potential in the workplace
Strategic Partnerships

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Why Hire a Veteran for Your Apprenticeship Program?

Employers have seen higher retention rates from veterans and report that their veteran employees demonstrate proven leadership, an ability to work well under pressure, and a strong work ethic – all valuable skills in an apprentice. As you look for a reliable talent pool, consider how your Registered Apprenticeship Program can attract veterans by getting approved to accept GI Bill® benefits and becoming a veteran-ready organization.
A Diverse Range of Industries

Healthcare  Cybersecurity  Information Technology  Biotechnology  Transportation  Construction

Financial Services  Advanced Manufacturing  Hospitality  Engineering  Energy  Telecommunications

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NASWA’s partnership with Hilton™ is making the career transition easier for current and former military members and their families. The Hilton Honors™ Military Program provides up to 100,000 hotel points to eligible Transitioning Service Members, Veterans, Military Spouses, and other eligible persons to support needed travel for verifiable employment-related activities, such as a job search, training for a new job, or finding housing. Points are not awarded for vacations or non-employment activities, and no one is guaranteed to receive points. Individuals can receive up to 100,000 points once in their lifetime. Each participating state sets its own eligibility and residency requirements, and recipients must have a Hilton Honors™ account to receive the points. A total of 31 states participate, including Kentucky.

For additional information, contact:

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Through DoD SkillBridge, tremendous potential exists for service members, companies, trade unions, and others to leverage this talent pipeline to meet state, regional, and industry workforce needs.
The CareerOneStop Business Center provides guidance on hiring veterans

VETS Employers Guide to Hiring Veterans

Veteran’s website https://www.dol.gov/agencies/vets/veterans provides veteran employment resources
that includes exploring careers, finding training, searching for jobs and getting one-on-one assistance

Veterans’ Employment & Training Service (VETS) www.dol.gov/agencies/vets DOL’s VETS website provides
valuable resources, links, and information related to veterans and employment

Apprenticeship website www.Apprenticeship.gov provides general information on apprenticeship,
resources for employers, career seekers and educators, and how to find open apprenticeship job
opportunities and locate apprenticeship programs based on location and industry.

Hire Vets Medallion Award. The HIRE Vets Medallion Award is the only federal-level veterans’ employment
award that recognizes a company or organization’s commitment to veteran hiring, retention, and
professional development  https://www.hirevets.gov/