

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

VETS 101:

An Introduction to Programs & Resources

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Kentucky State Director

Agenda

- **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

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

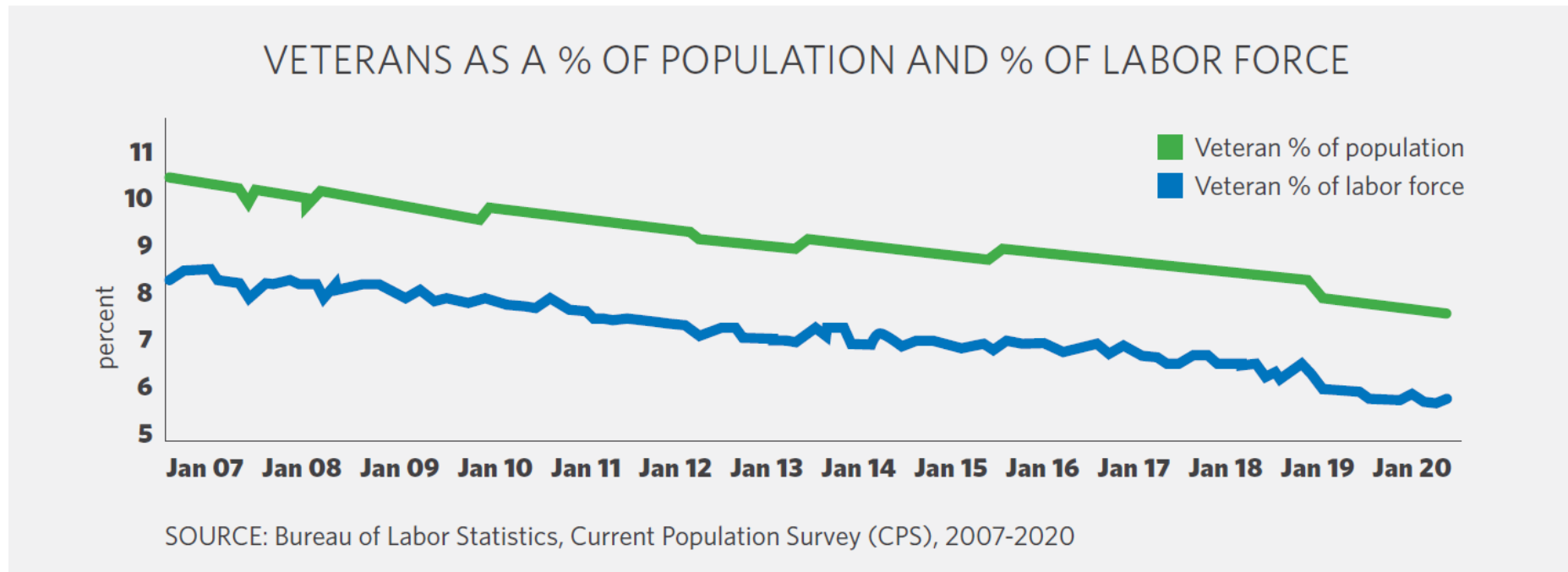
41%

Unemployed Veterans are 55 or older

5%

Unemployed Veterans are 18-24

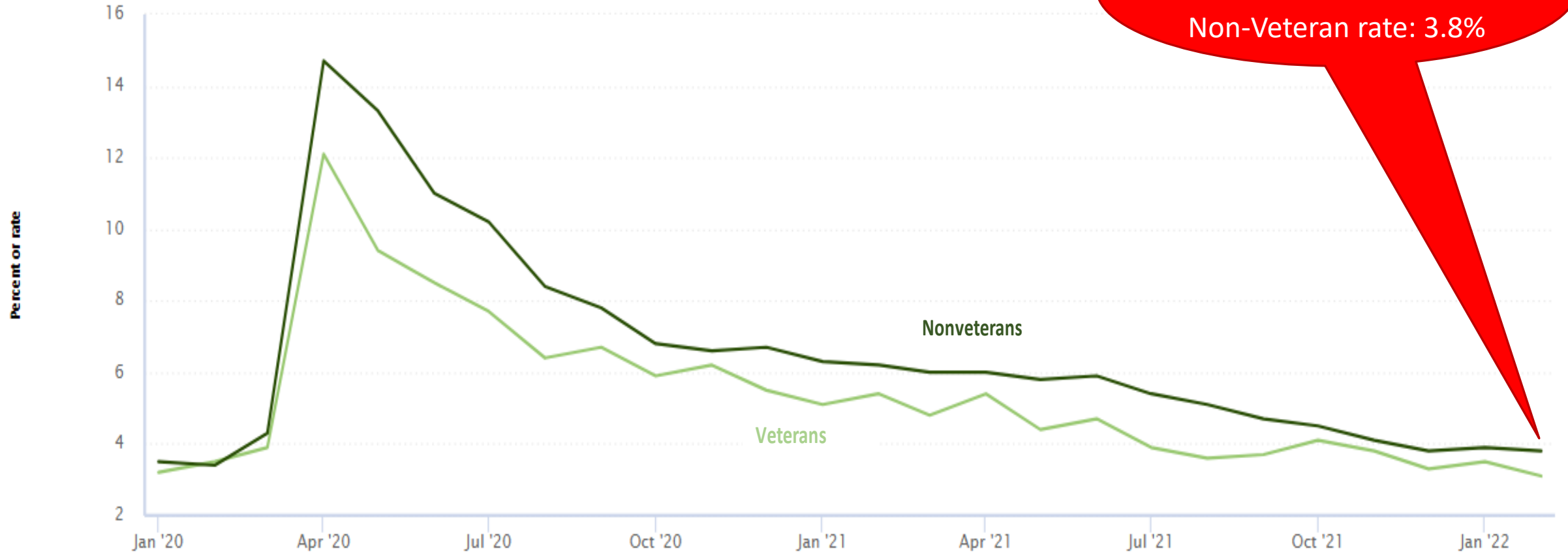
The Shrinking Pool of Veteran Talent



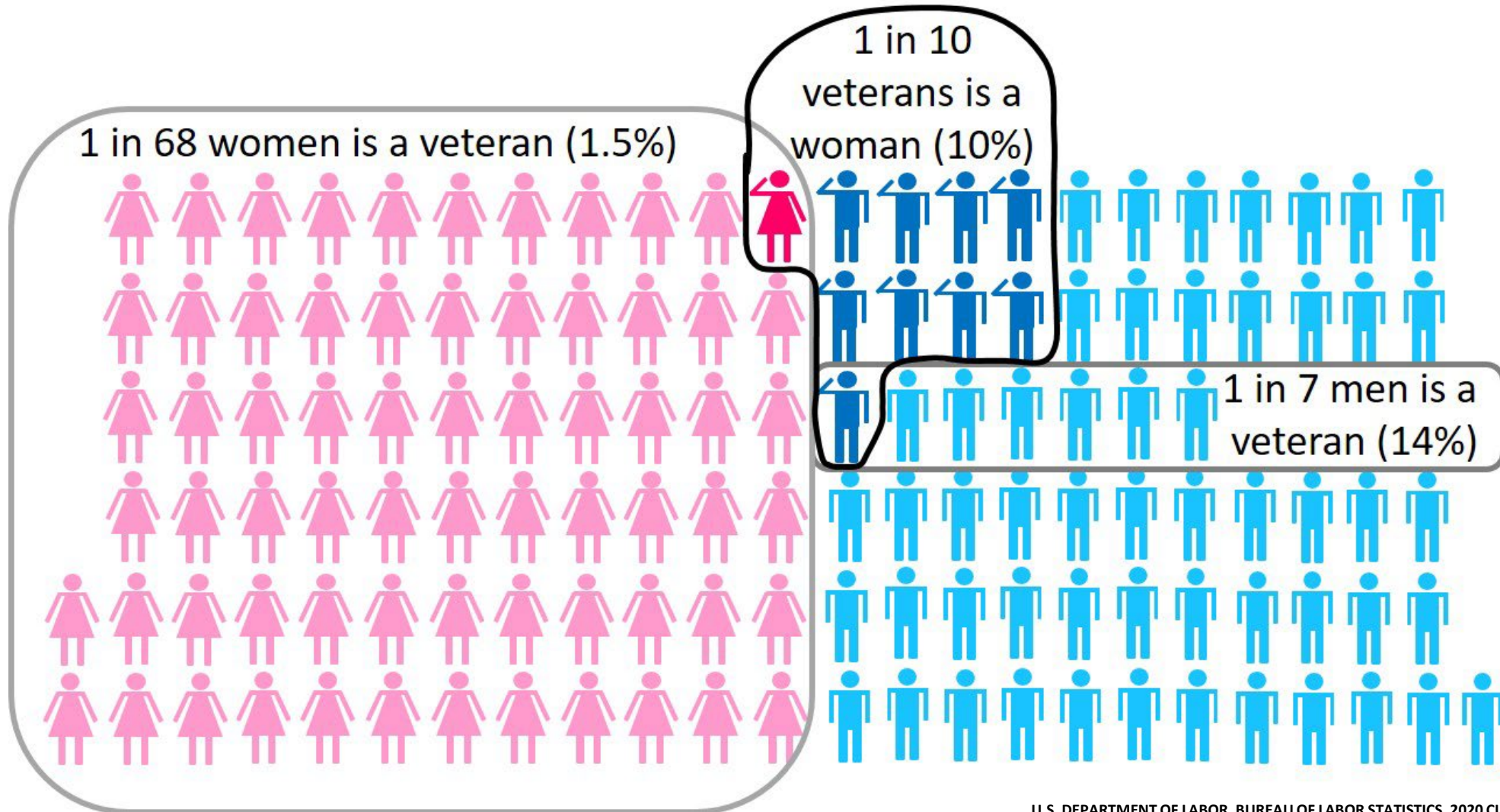
Hiring veterans will become more challenging in the coming years

Unemployment rate for veterans and non-veterans

Jan 2020 – Feb 2022

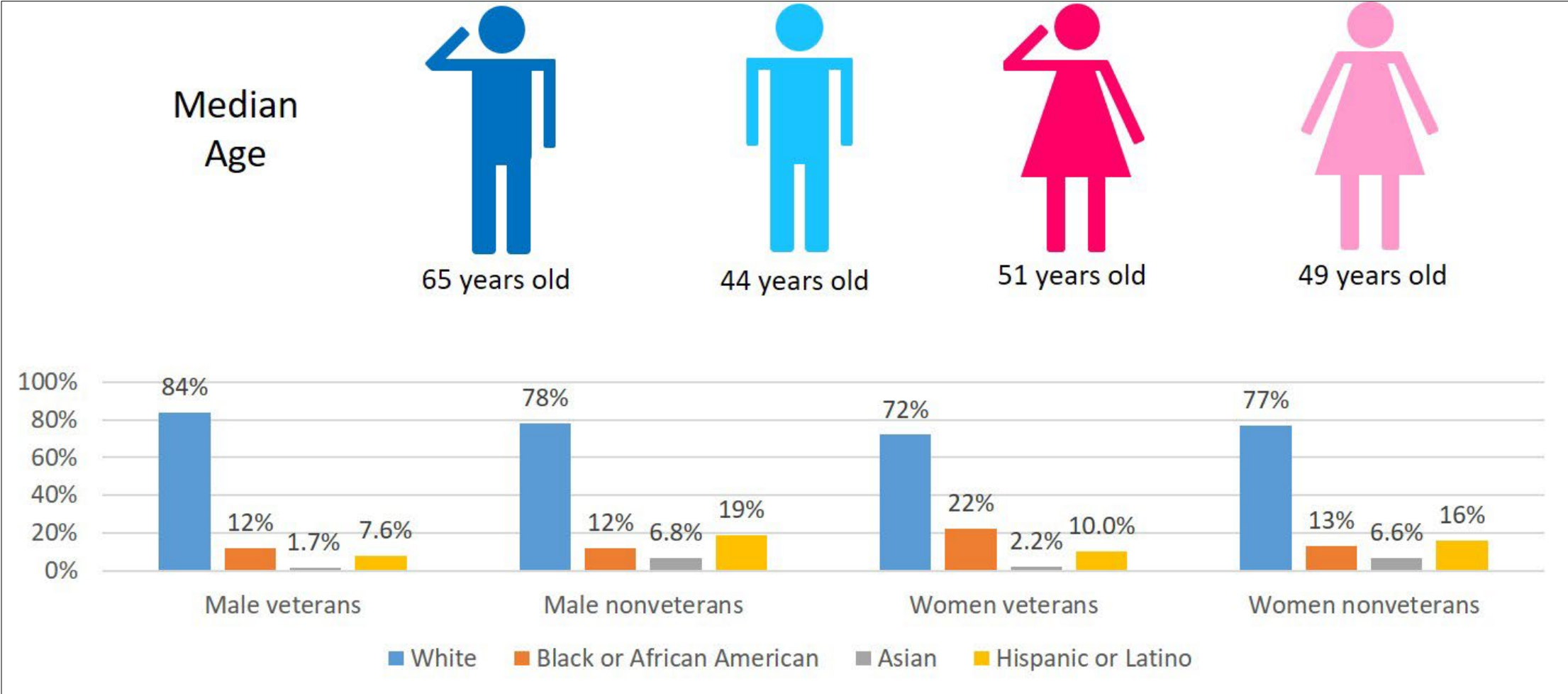


Women Veterans: Hidden in Plain Sight



U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, 2020 CURRENT POPULATION SURVEY, ANNUAL AVERAGES, UNPUBLISHED TABLES (SOME CALCULATIONS DONE WITHIN VETS)

Women Veterans: Younger, More Diverse



U.S. DEPARTMENT OF LABOR, BUREAU OF LABOR STATISTICS, 2020 CURRENT POPULATION SURVEY, ANNUAL AVERAGES, UNPUBLISHED TABLES (SOME CALCULATIONS DONE WITHIN VETS)

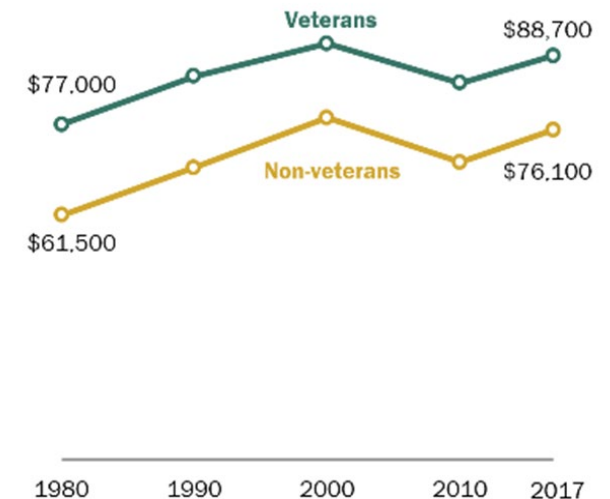
Veteran Value Proposition

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)

Households headed by veterans have higher incomes than those of non-vets

*Median income for households headed by veterans/
non-veterans ages 25-54, 1980-2017*



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)

Military Service	EN Pilot Location
USN	NS Norfolk, VA
USMC	Camp Pendleton, CA
Joint	JB Pearl Harbor-Hickam, HI
USMC	MCAS Miramar, CA
USA	Fort Benning, GA
USA	Fort Sill, OK
USMC	Cherry Point, NC
USAF	Travis AFB, CA
USMC	Okinawa, Japan
USA	USAG Bavaria, Germany
USN	CFA Yokosuka, Japan
Joint	JB Charleston, SC
USAF	Kadena AFB, Okinawa, Japan
USA	Fort Drum, NY



Protect: Employment Rights

- **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

USERRA – Basics

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.

Promote: Employer Outreach Program

- 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.

Employers recognize the value veterans bring to the workplace but often find it challenging to connect with transitioning service members and veterans seeking employment. Veterans are in high demand so it requires dedicated efforts by employers to find and hire veterans.

Featured Stories

- Facilitate Employing a Veteran with an RVEC**
VETS provides employers with assistance in finding qualified transitioning service members and veterans in your area.
- Hire a Veteran**
Are you ready to hire a veteran? Commit to hiring qualified veterans. It's the smart choice.
- Explore Apprenticeships**
Explore how other employers have benefited from apprenticeship. Connect with an apprenticeship consultant to help you get started.
- Apply for the 2021 HIRE Vets Medallion Award between January 31 - April 30.**
Did you know that employers of all sizes can receive an award from the U.S. Department of Labor for their efforts to recruit and retain America's veterans?

Quick Links

- The Employer Guide to Hire Veterans (PDF) is designed to assist employers find, hire and retain veterans.
- Post a Job
- Hiring Toolkit
- Create an Apprenticeship Program
- Recruitment & Training Assistance
- Vocational Rehab & Employment Programs
- Employer Business Center at CareerOneStop
- Work Opportunity Tax Credit
- Partner With Us - Employment Navigator & Partnership Pilot

Twitter

VETS_DOL @VETS_DOL
It's I.T. Professionals Day and we're giving a shout-out to the magicians of technology that make sure our computers do what they're supposed to do. The virtual workforce that became a necessity during a global pandemic tested us all and you've gotten us through it!

<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

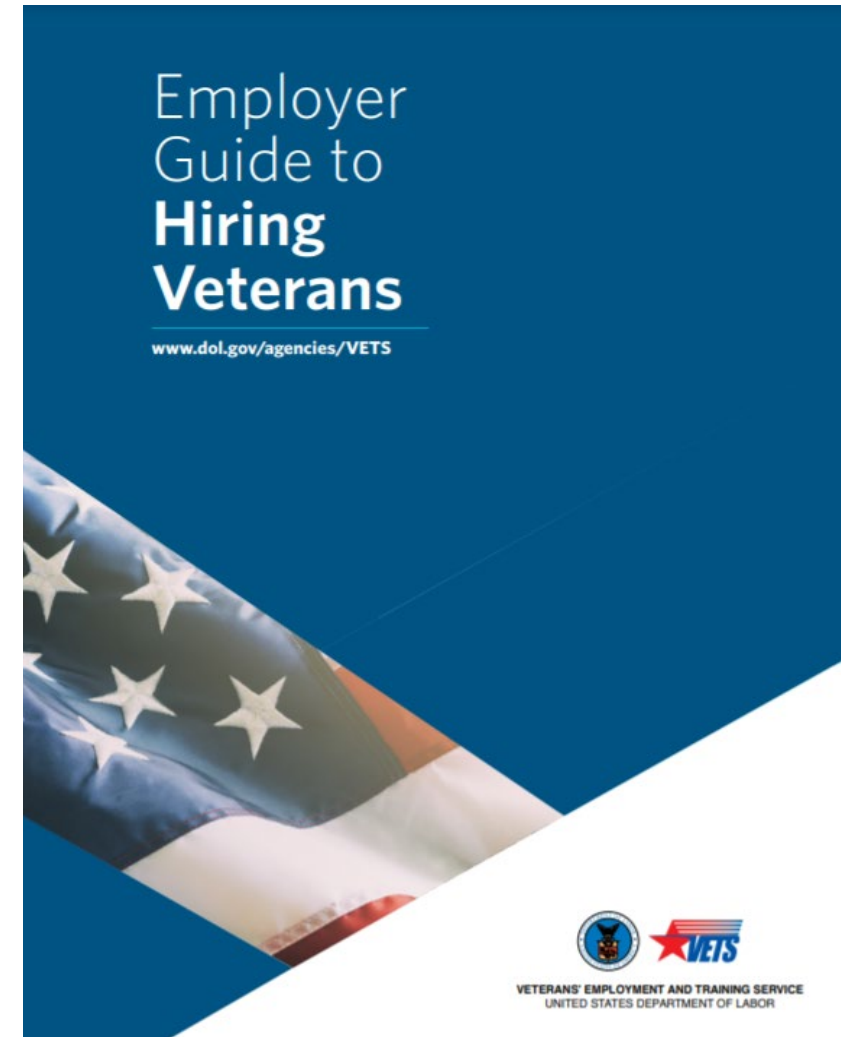
- Marine For Life, Soldier For Life, SkillBridge, National Guard Bureau
- **Veteran Service Organizations**

US Chamber of Commerce: Hiring Our Heroes Events

- <https://www.hiringourheroes.org/employers/>

DOL VETS Employer Guide

- <https://www.dol.gov/sites/dolgov/files/VETS/files/Employer-Guide-to-Hiring-Veterans.pdf>





U.S. DEPARTMENT OF LABOR



JOINING FORCES



Strategic Partnerships



PAVE
Paving Access for Veterans Employment

NASWA
NATIONAL ASSOCIATION OF STATE WORKFORCE AGENCIES

DVOP
Disabled Veterans Outreach Program

American Job Center



VA Center for Minority Veterans



VETERAN READINESS & EMPLOYMENT
Empower. Achieve. Succeed.

HIRING OUR HEROES



MARINE FOR LIFE NETWORK

DoD SKILLBRIDGE

Troops to Teachers



TEAMSTERS ASSISTANCE PROGRAM
MILITARY

U.S. SMALL BUSINESS ADMINISTRATION
VBOC
VETERANS BUSINESS OUTREACH CENTERS



IAVA
IRAQ AND AFGHANISTAN VETERANS OF AMERICA

COMBINE ARMS

DAV



AMERICA'S WARRIOR PARTNERSHIP



MILITARY SPOUSE EMPLOYMENT PARTNERSHIP
DEPARTMENT OF DEFENSE

NLX
National Labor Exchange

LinkedIn ONWARD TO OPPORTUNITY



PSYCH ARMOR Institute

NATIONAL COALITION for HOMELESS VETERANS

ACP
AMERICAN CORPORATE PARTNERS

VETERAN CASY EMPLOYMENT

Military OneSource

ACS
ADAPTIVE CONSTRUCTION SOLUTIONS

IVME

ABC
Associated Builders and Contractors, Inc.

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



DISCOVER
APPRENTICESHIP



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



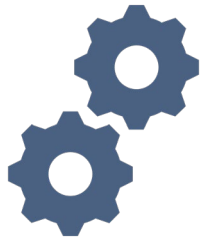
Transportation



Construction



Financial
Services



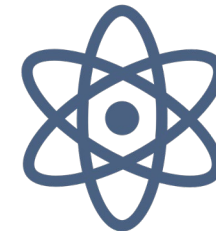
Advanced
Manufacturing



Hospitality



Engineering



Energy



Telecommunications

Hilton Honors™ Military Program

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:

Jason Hutchinson: rjason.Hutchinson@ky.gov

Jad Davis: jad.davis@ky.gov

DOD SkillBridge Program



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.



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

DOL Valuable Resources

The CareerOneStop Business Center provides guidance on hiring veterans

<https://www.careeronestop.org/BusinessCenter/RecruitAndHire/HiringADiverseWorkforce/veterans.aspx>.

VETS Employers Guide to Hiring Veterans

<https://www.dol.gov/sites/dolgov/files/VETS/files/Employer-Guide-to-Hiring-Veterans.pdf>

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/>