

Hiring Veterans is a Smart Investment

E3 Webinar
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VETERANS' EMPLOYMENT AND TRAINING SERVICE
UNITED STATES DEPARTMENT OF LABOR



Joining Forces

Corporations Committed to Hiring Veterans

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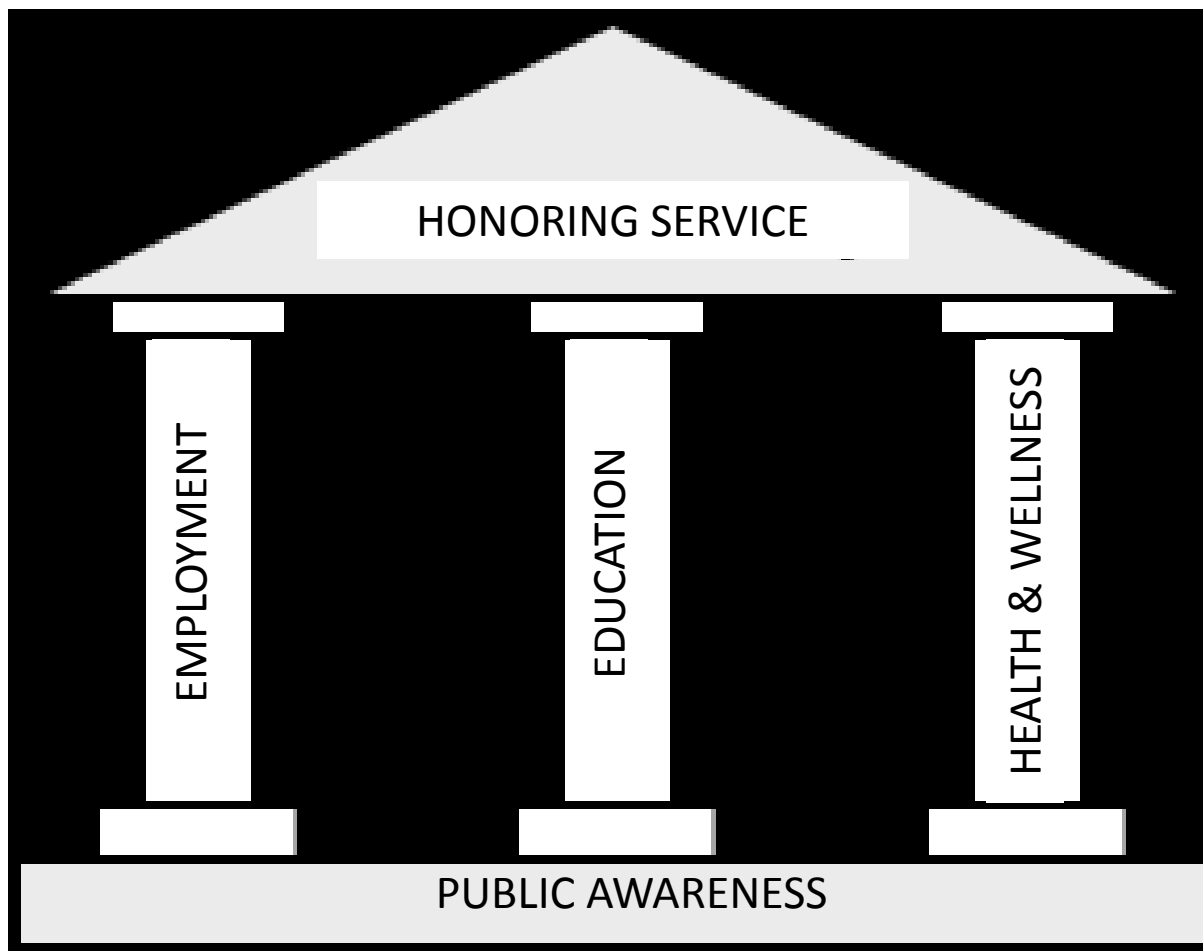


Joining Forces Mission

- ✓ Joining Forces is a nation-wide initiative launched by First Lady Michelle Obama and Dr. Jill Biden to honor, recognize and support veterans, service members and their families.
- ✓ The initiative calls on all sectors of society – individuals, businesses, communities, non-profits and faith-based institutions – to give our nation’s heroes and their families the support that they have earned.



Joining Forces Framework





A Call to Action

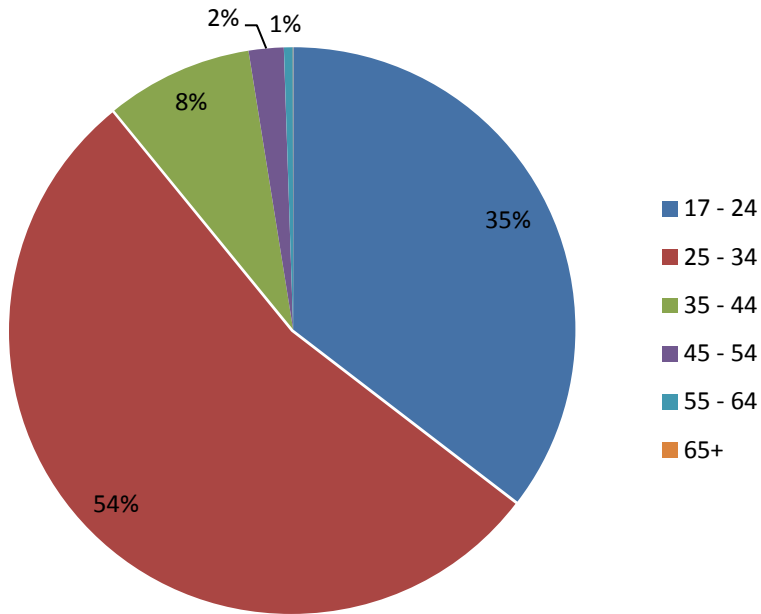
- 240,000 – 360,000 separating from service each year
- Drawing down from Afghanistan by end of 2014
- Over 1,000,000 separating in the next few years

- 844,000 are looking for work
- 252,000 of these are post-9/11 veterans

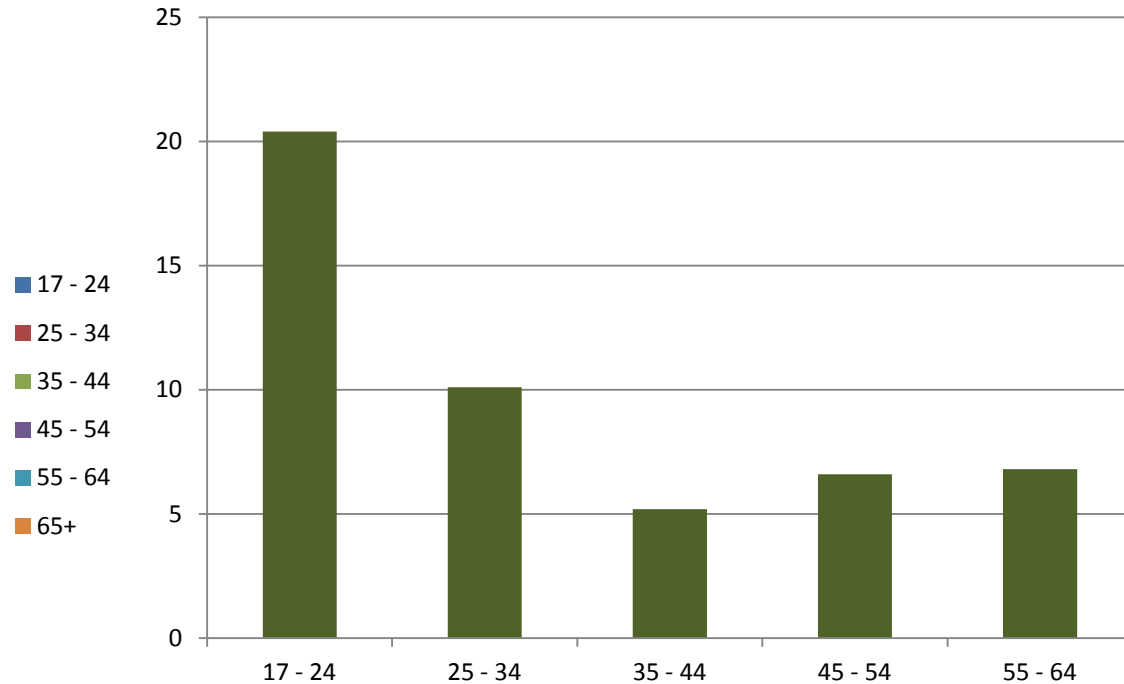


2012 Separator Age and Employment

Percentage of Separators by Age



2012 Unemployment Rate



The highest number of separators are 25-34 years old. Nearly 90% are under 35.

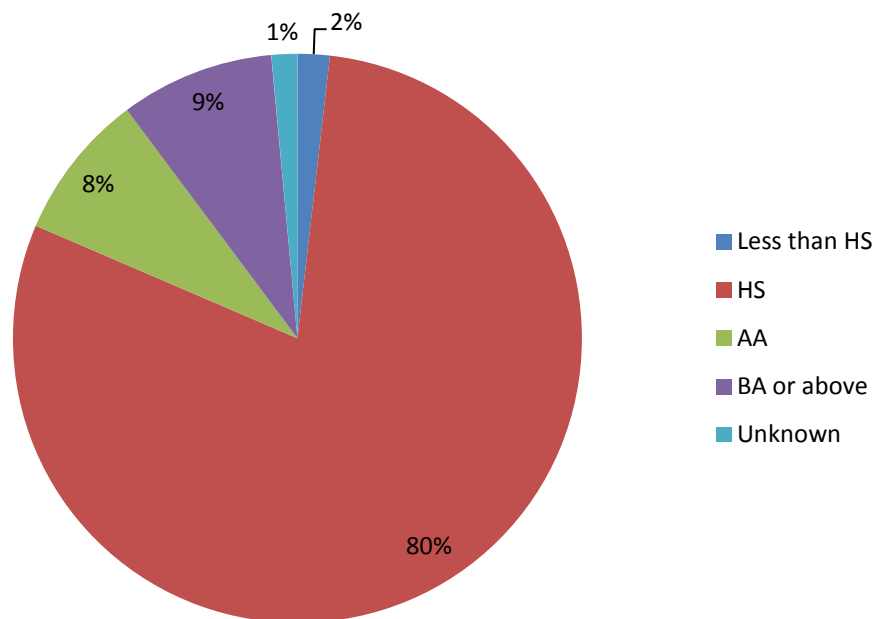
Higher percentage of 17-24 year olds are unemployed.

Overall, veterans have lower unemployment than non-veterans.

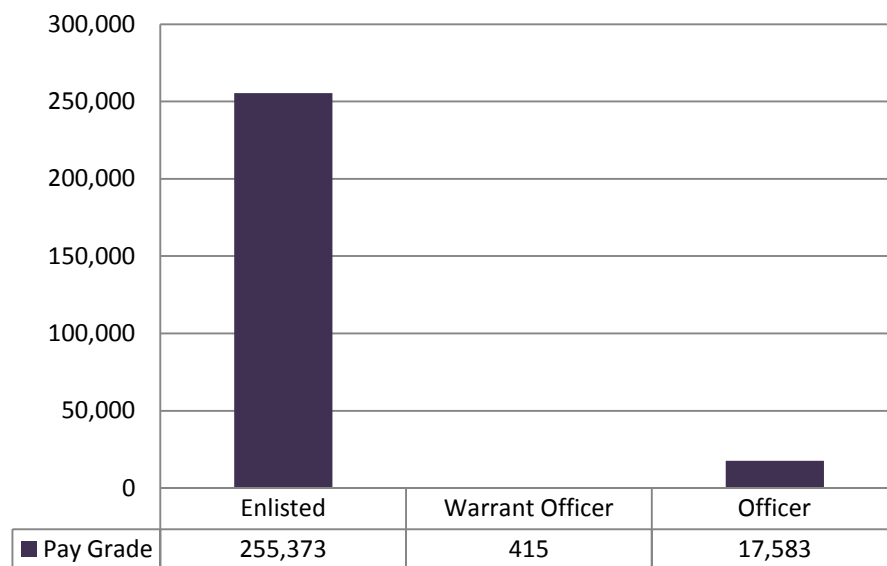


2012 Separator Education

Educational Level



Pay Grade



Nearly all separators have at least a high school diploma. Many are working toward a degree and can capitalize on the GI Bill post-service.



What do they bring?

- Each Service instills common core values in their service members:
 - **Army:** Loyalty, Duty, Respect, Selfless Service, Honor, Integrity and Personal Courage
 - **Air Force:** Integrity First, Service before Self, Excellence in all We do.
 - **Marines/Navy:** Honor, Courage, Commitment
 - **Coast Guard:** Honor and Integrity, Greater Good of the Coast Guard, Innovation, Personal Initiative, Drive for Success, Teamwork
- Along with unmatched skills in:
 - Performance under pressure
 - Leadership
 - Teambuilding
 - Organizational commitment
 - Decision-making
 - Experience in diverse, cross-cultural work-settings
 - Advanced technical training
- Our military spends billions of dollars each year training our troops and developing leaders

Veterans are looking for their next mission!



Separating Service Member Demographics

Conditions

- Data for one year (2011), focuses on the **highest manned military specialties that relate to civilian occupations plus the infantry occupational area**
- Not all-inclusive; this chart **represents 2/3 of the ~240,000 personnel who left the service in 2011**
- Includes Active, Reserve, National Guard, and demobilizations

Occupational Area Crosswalk of military specialties to civilian jobs (based on Dept. of Labor categories)	Army	Navy	Air Force	Marines
Infantry	21,910			10,842
Administrative			1,234	1,901
Aircraft Mechanics		1,608	7,984	
Automotive Mechanics	7,831			1,672
Construction	3,637			1,384
Cooks/Food Preparation Workers	4,301			
Electricians		3,686		
Emergency Medical Technicians	7,683	3,949	2,280	
Explosives Workers		1,732	1,049	
Human Resources Assistance	6,931			
Information Technology	2,408	1,971	3,764	1,176
Law Enforcement	8,162	2,787	6,566	1,169
Machine Maintenance		2,959	1,244	
Radio Dispatcher		1,718		2,151
Supply and Logistics	10,824	2,253	4,414	1,119
Truck Drivers	9,968			2,838
Totals	83,665	22,663	28,535	24,252



The Bottom Line

- In order to succeed, our transitioning service members and Veterans need a vibrant public-private partnership with Corporate America
 - To make the connection early in the transition process
 - Need to share the employment opportunities
 - Need to ensure transitioning service members and veterans understand how to access Corporate America’s Employment opportunities
 - Companies need a relationship with whole of government approach
- We can answer the question “Where do we find transitioning service members and veterans and how do they make the connection?”
 - Through a multi-agency transition model that touches every one of them
 - American Job Centers in touch with local veteran community and businesses
- How can Corporate America enhance this process?
 - Make a commitment to hire veterans
 - Work with government to ensure opportunities are made available and transitioning service members and veterans are educated about opportunities



VETERANS' EMPLOYMENT AND TRAINING SERVICE
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Employment Resources for Veterans and Employers



Stephen M. Shapiro
Director of Field Operations
Veterans' Employment & Training Service
U.S. Department of Labor



"We Prepare, Provide, and Protect"





Labor Department Services to Veterans

What we do

PREPARE

Through DOL's Employment Workshop in the Transition Assistance Program

- Sharply focused on mechanics of getting a job
- Explore career interests and related skills
- Build a solid resume
- Practice interviewing techniques

PROVIDE

Through employment services and training programs

- State Grants (JVSG)
- Competitive Grants
- Unemployment Insurance
- Gold Card
- Priority of Service
- My Next Move for Veterans

PROTECT

By ensuring compliance with employment law.

- Uniformed Services Employment Reemployment Rights Act (USERRA)
- Veteran Preference
- Federal Contracting



DOL's Employment Workshop (EW)

- ❑ EW was established to meet the needs of separating service members during their period of transition into civilian life by offering job-search assistance and related services.
- ❑ EW helps service members and their spouses make the initial transition from military service to the civilian workplace with less difficulty and less overall cost to the government.
- ❑ Comprehensive three-day EW given at military installations nationwide.
- ❑ Professionally-trained workshop facilitators present material associated with:
 - job searches
 - career decision-making
 - current occupational data
 - labor market conditions
 - résumé preparation
 - interviewing techniques





Labor Department Services to Veterans

National Workforce System

National

U. S. Department of Labor

- Multi-billion Dollar Work Force System
- Federal grants
- Federal oversight/compliance

State

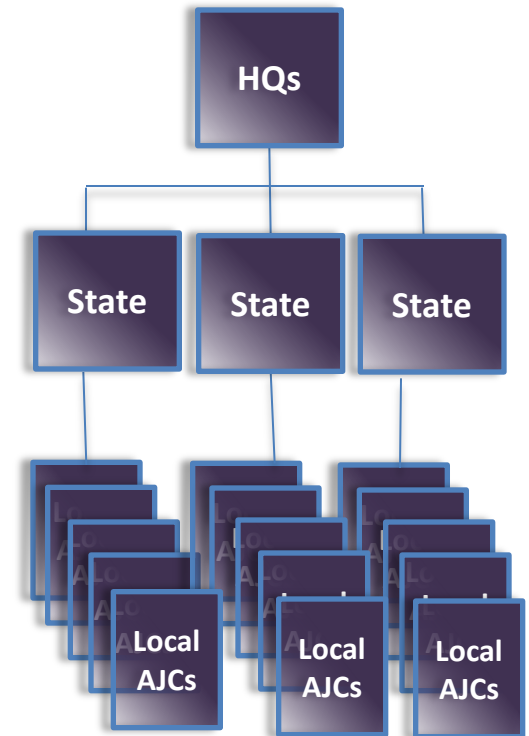
State-run Labor Departments

- States distribute resources/budget

Local

American Job Centers (AJCs)

- 2,800 AJCs nationwide
- State funds via federal grants
- Single point of access to a full slate of key information for companies and individuals





American Job Centers (AJCs)

- ❑ DOL funds over 2700 AJCs (formerly known as One-Stop Career Centers), including at least one AJC in every U.S. State, including DC, Puerto Rico, and Guam.
- ❑ The AJCs provide training, employment services and job search assistance to both job seekers and employers.
- ❑ AJC services offered by these vary, but include many benefits that employers may also access free of charge, including:
 - Creating job descriptions
 - Sourcing candidates
 - Interviewing and hiring
 - Screening/testing candidates
 - Licensing and certification standards
 - Training advice
 - Retention and advancement advice
 - Worker's compensation claims
 - Wage and salary advice
 - Employment law advice
 - Occupational health and safety advice
 - Equal employment opportunity advice
 - Americans with Disabilities Act advice
 - Child care advice
 - Health care advice
 - Pension advice
 - Termination advice





Labor Department Services to Veterans

National Workforce System

Publicly funded American Job Centers

Provide employment and training assistance to the universal population – 2,800

Disabled Veterans Outreach Program specialists (DVOPs)

Provide intensive services to Veterans only with significant barriers to employment

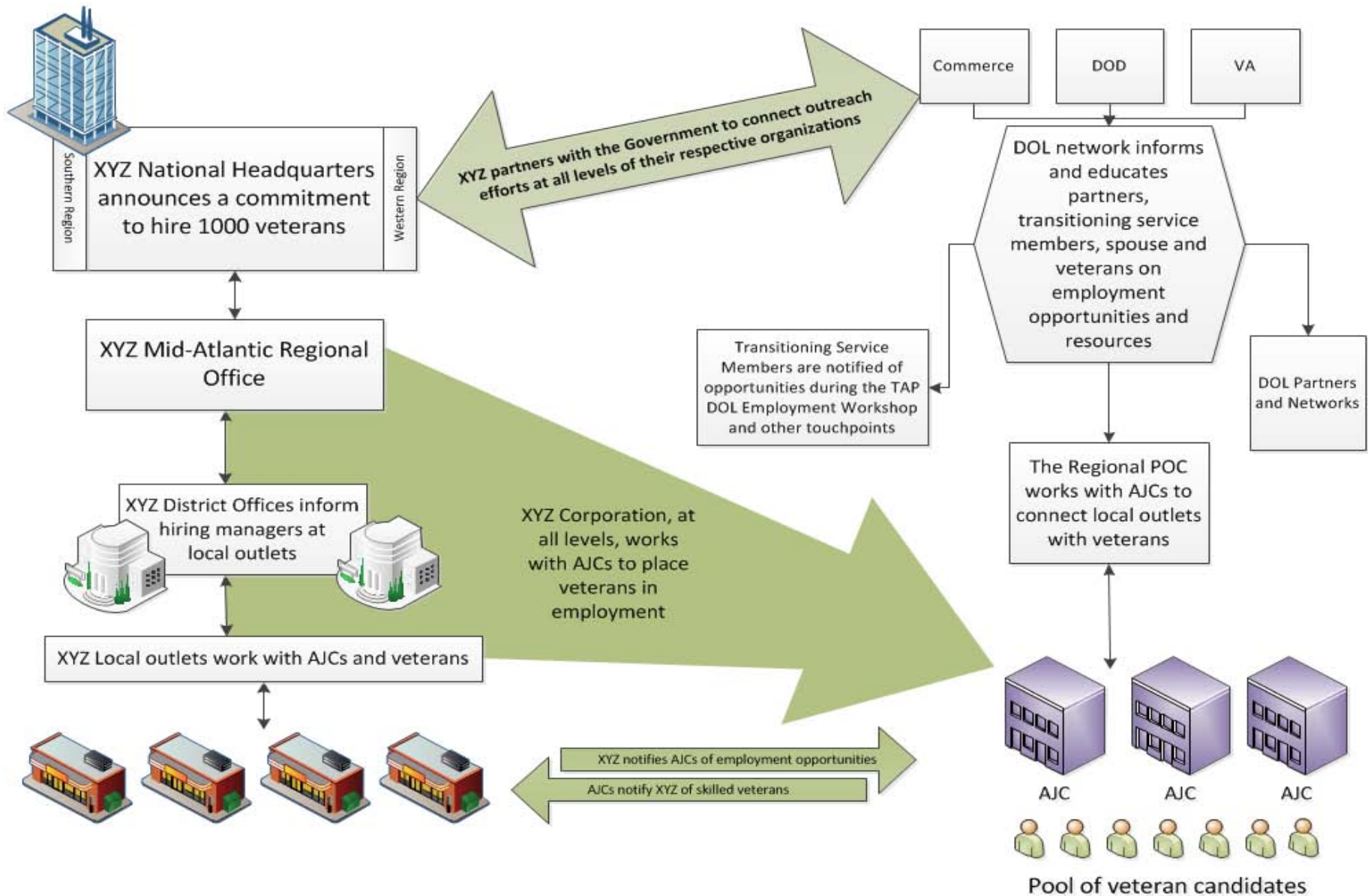
Local Veterans' Employment Representatives (LVER)

Conduct outreach to employers & engage in advocacy efforts with hiring executives to increase employment opportunities for veterans and encourage the hiring of disabled veterans.

Wagner-Peyser and WIA

Provide employment and training assistance to all job seekers. Under these programs, veterans receive priority of service.

A Need for a Coordinated and Efficient Information Sharing Model



National Labor Exchange (NLX)



- ❑ The National Labor Exchange (NLX), is used by 110,000 employers with an average of 1 million daily job listings.
- ❑ The NLX, sponsored by Direct Employers and the National Association of Workforce Agencies, creates an 'Index' of jobs each night.
- ❑ The index is a summary of all of the available jobs. Clicking on a job announcement sends the user (veterans) to the posting on the company's job site.
- ❑ The NLX reviews all employer and state requests to list jobs to eliminate listing duplication.



Business Center

- ❑ The Business Center is a new electronic tool available on the DOL sponsored CareerOneStop web site designed to give businesses access to the resources they need to recruit, train, and retain a skilled workforce.
- ❑ The Business Center pulls together a variety of resources from the CareerOneStop web site – from hiring and interviewing skills to locating American Job Centers, to tips about where and how to recruit qualified candidates.
- ❑ Some of the key features of the Business Center include:
 - Easy-to-download reports about employment projections and concentrations, wages, and unemployment rates for specific areas
 - Access to local training and educational institutions
 - Listings of top industries by employment, broken out by state, metro area and county
 - A tool for finding military occupations related to specific civilian occupations
 - Certifications for a particular positions
 - Assistance in writing job descriptions



Registered Apprenticeship (RA)

- 100,000+ new apprentices are registered each year in careers with wages of \$50,000 upon completion;
- Over 20,000 or 7% of apprentices today are Veterans
- Numerous RA sponsor-based efforts already exist, such as Helmets to Hardhats and Veterans in Piping
- State-based efforts: Maryland, Montana and many other states have launched VETS initiatives with RA
- Military apprentices number 70,000+ service members in U.S. Military Apprenticeship Program (USMAP)



Why Apprenticeship?



- **The RA system provides opportunities for over 27,000 veterans nationwide. Multiple advantages include:**
- Using GI Bill benefits to create a seamless and accelerated transition for separating service members
- Earning a paycheck while veterans fill in the skills gaps between military training and civilian occupations
- Providing credit for prior military experience, using direct entry and existing prior learning assessment practices



Apprenticeship-VETS Key Issues



- **Information:** Providing timely information to transitioning service members about RA opportunities.
- **Access:** Providing access to pre-apprenticeship and RA (Vow Act).
- **Credit:** Accelerating a Veteran's transition by providing credit for prior military training.
- **Partnering for Success:** Building on best practices and successes, partnering and expanding these efforts.



Veterans Who Were Active Apprentices

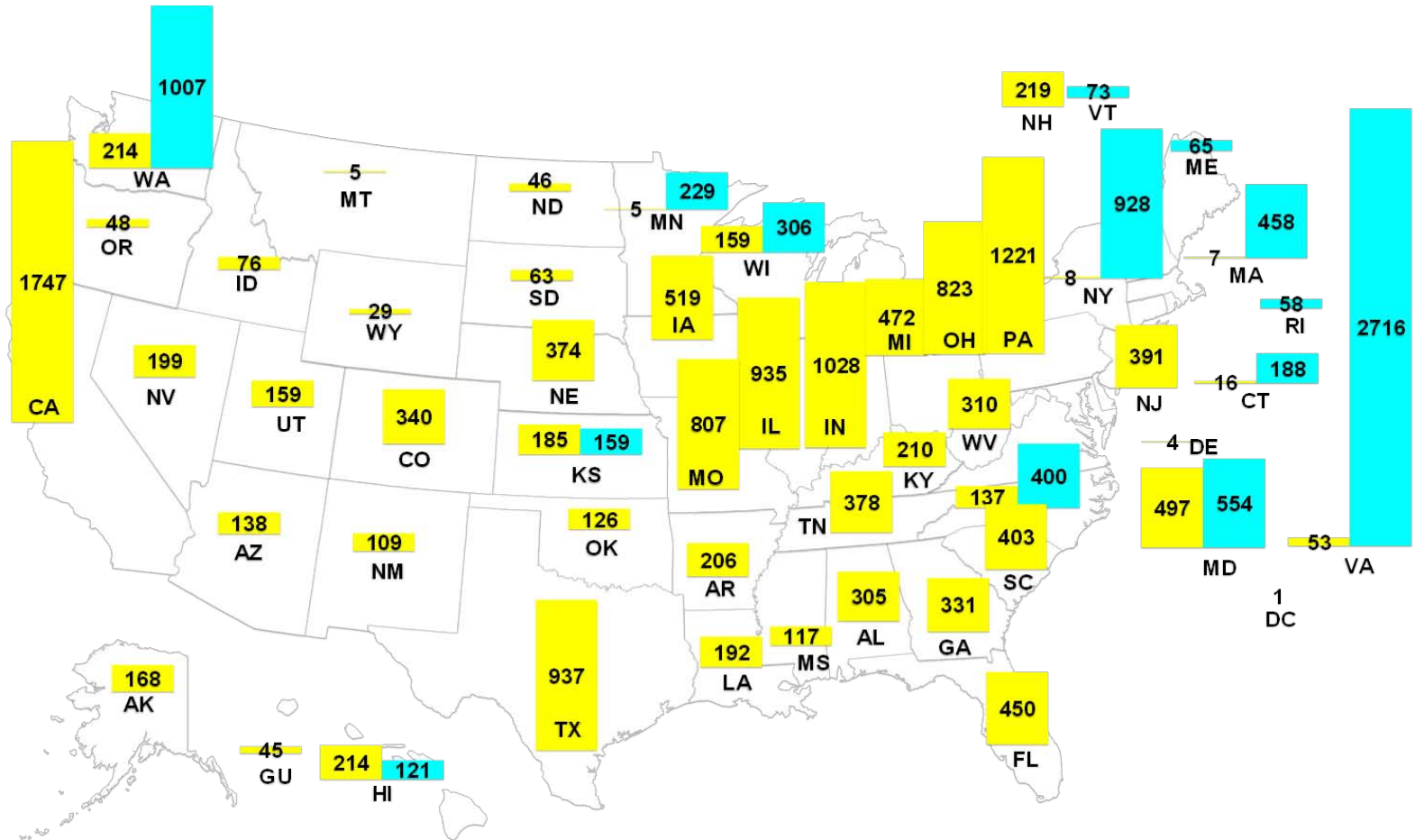
End of Fiscal Year 2012 (September 30, 2012)

RAPIDS:

Consisting of federal workload states and assorted State Apprenticeship Agencies that use the RAPIDS database system for case management

NON-RAPIDS:

Consisting of aggregate stick counts from assorted State Apprenticeship Agencies that do not use the RAPIDS database system



US Department of Labor, Employment and Training Administration, Office of Apprenticeship



Work Opportunity Tax Credit (WOTC)

- ❑ WOTC is a Federal tax credit administered by the Internal Revenue Service and DOL which is available to private-sector businesses and certain non-profit organizations for hiring certain individuals, *including veterans*, who have consistently faced significant barriers to employment.
- ❑ Through WOTC, employers can receive between \$2,400 and \$9,600 in tax credits by hiring:
 - Veterans receiving Supplemental Nutrition Assistance Program (SNAP) benefits with the same qualified wages cap (\$6,000) and maximum tax credit (\$2,400).
 - Veterans with a service-connected disability with the same qualified wages cap (\$12,000) and maximum tax credit (\$4,800).
 - Veterans with a service-connected disability unemployed for at least 6 months with the qualified wages cap increased to \$24,000 and the maximum tax credit increased to \$9,600.
 - Veterans unemployed for at least 4 weeks with a qualified wages cap of \$6,000 and a maximum tax credit of \$2,400.
 - Veterans unemployed for at least 6 months with qualified wages cap of \$14,000 and a maximum tax credit of \$5,600.





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DOL Sponsored Websites

- ❑ Find your local AJC – locator tool designed to connect you to closest AJC.
<http://jobcenter.usa.gov/>
- ❑ Veterans ReEmployment Portal - entry point with loads of information, including job searches, military-to-civilian skills translator, advice on more education, and linkages to other benefits (e.g. health care, housing, food, etc.). <http://www.careeronestop.org/ReEmployment/veterans/default.aspx>
- ❑ My Next Move for Veterans – designed for recently separated SMs.
<http://www.mynextmove.org/vets/>
- ❑ My Skills My Future – designed for job seekers who lost their job.
<http://www.myskillsmyfuture.org/>
- ❑ CareerOneStop Business Center – resources for businesses to recruit, train, retain workers. <http://www.careeronestop.org/businesscenter>



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