

★ RESOURCES TO HELP EMPLOYERS ★

America's Heroes at Work — Veterans Hiring Toolkit

This free toolkit from the U.S. Department of Labor offers a step by step set of strategies to hire veterans. It is designed to assist and educate employers who have made the proactive decision to include veterans. See more at: <http://www.dol.gov/vets/ahaw/>

National Veterans Technical Assistance Center

NVTAC provides information for business owners, hiring managers, and employers who are interested in learning more about hiring veterans. At this website you will find information that will help you understand the benefits of hiring veterans, some of the resources available to help veterans transition back into the workforce, understanding military and veteran culture, and more. Go to <http://www.nvtac.org/employers/>

CONTACT YOUR LOCAL HVRP:

Agency Name

Agency Address
Address line 2

Contact Person Name

Phone: 123.456.7891
Email: name@email.com

**“Hiring veterans isn’t charity—
it’s good business.”**

Howard Schultz, CEO, Starbucks

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HIRING VETERANS IS GOOD BUSINESS!



If you haven’t actively recruited veterans for your company, you’re missing out on an opportunity to build a more competitive company culture.

★ REASONS TO HIRE VETERANS ★

Transferable Military Skills:

Teamwork. The basis of the military is teamwork. Veterans excel at working effectively together as a unit.

Leadership. The military trains people to be leaders and many veterans have experience leading people in stressful situations that demand quick thinking, solid decision making, and exemplary team management.

Trainability. Training is a crucial component for all branches of the military, beginning with the first day of service and continuing until discharge.

Work Ethic. Veterans are hard workers and have been tested in ways that other people have not.

Ability to Handle Pressure. Veterans learn to act decisively and effectively under stressful conditions.

Integrity. Veterans will do the right thing, even when no one is watching. They will step up and take responsibility, and encourage other employees to do the same.

Dependability. Military service demands responsibility and reliability. Veterans can be trusted to perform their duties and put their best foot forward.

Multicultural Skills. Veterans have worked closely and successfully with people from different backgrounds, viewpoints, and skill sets.

Problem Solving Skills. Veterans are highly adaptable, flexible, and able to think outside the box. These skills allow them to quickly solve problems and create innovative solutions.

Loyalty. Veterans have a deeply ingrained sense of loyalty to their leadership, organization, and team.

Perks for your Business:

Tax Credits. The “VOW to Hire Heroes Extension Act” extends the current work opportunity tax credit for hiring veterans through December 31, 2016. The US Government offers companies tax breaks of up to \$2,400 and \$5,600 per unemployed Veteran hired, depending on their length of unemployment. Companies that hire disabled Veterans received a tax credit of up to \$9,600 per hire. (<http://www.benefits.va.gov/VOW/for-employers.asp>)

Benefits. Many veterans receive additional benefits, such as health care, compensation, and education, which can offset company benefit costs.

Patriotism. By hiring veterans you show your commitment to our nation’s heroes in a time of international conflict and global instability. Your business will stand out among others as a leader by backing our nation’s commitment to peace and stability, both at home and overseas.

★ HOW TO HIRE A VETERAN ★

Contact your local *Homeless Veterans Reintegration Program (HVRP)*. This program is “employment focused,” and veterans receive the employment and training services they need to re-enter the labor force. Job placement, training, job development, career counseling, and resume preparation are among the services that are provided.

Your Local HVRP can be found at www.NVTAC.org/grantees

Your local HVRP may be able to help you by:

- Screening candidates.
- Working with candidates to get them job ready so they are productive on day one.
- Assisting financially by obtaining tools, clothing, and other work-related equipment for the veteran.
- Helping pay for certifications, licenses, and other work-related credentials.
- Coming to the job site, if necessary, to intervene with any issues and mediate between the veteran and the employer.
- Acting as a job coach to the veteran, and helping the veteran work through on-the- job issues.
- Provide access to basic computer literacy skills training.
- Providing peer to peer mentoring.

