



Veterans' Employment and Training Service

Department of Labor

www.dol.gov/agencies/vets



VETS Mission

- We prepare America's veterans, service members, and their spouses for meaningful careers.
- We provide them with employment resources and expertise.
- We protect their employment rights.
- We promote their employment opportunities.

VETS: Who We Are



**DOL VETS is the lead Federal Agency
in Veteran Employment.**

- FY2022: 2,800+ DOL VETS staff, contractors, and grantees served 440,000+ veterans and military spouses across all Agency programs



**VETS leverages all DOL agencies and resources on
behalf of veteran employment, transitioning service
members and military spouses.**

VETS is the voice of DOL in the veteran employment space and the voice for veterans within DOL.

VETS' National Presence



Headquarters in D.C.

- [Click Here for National Office Staff](#)

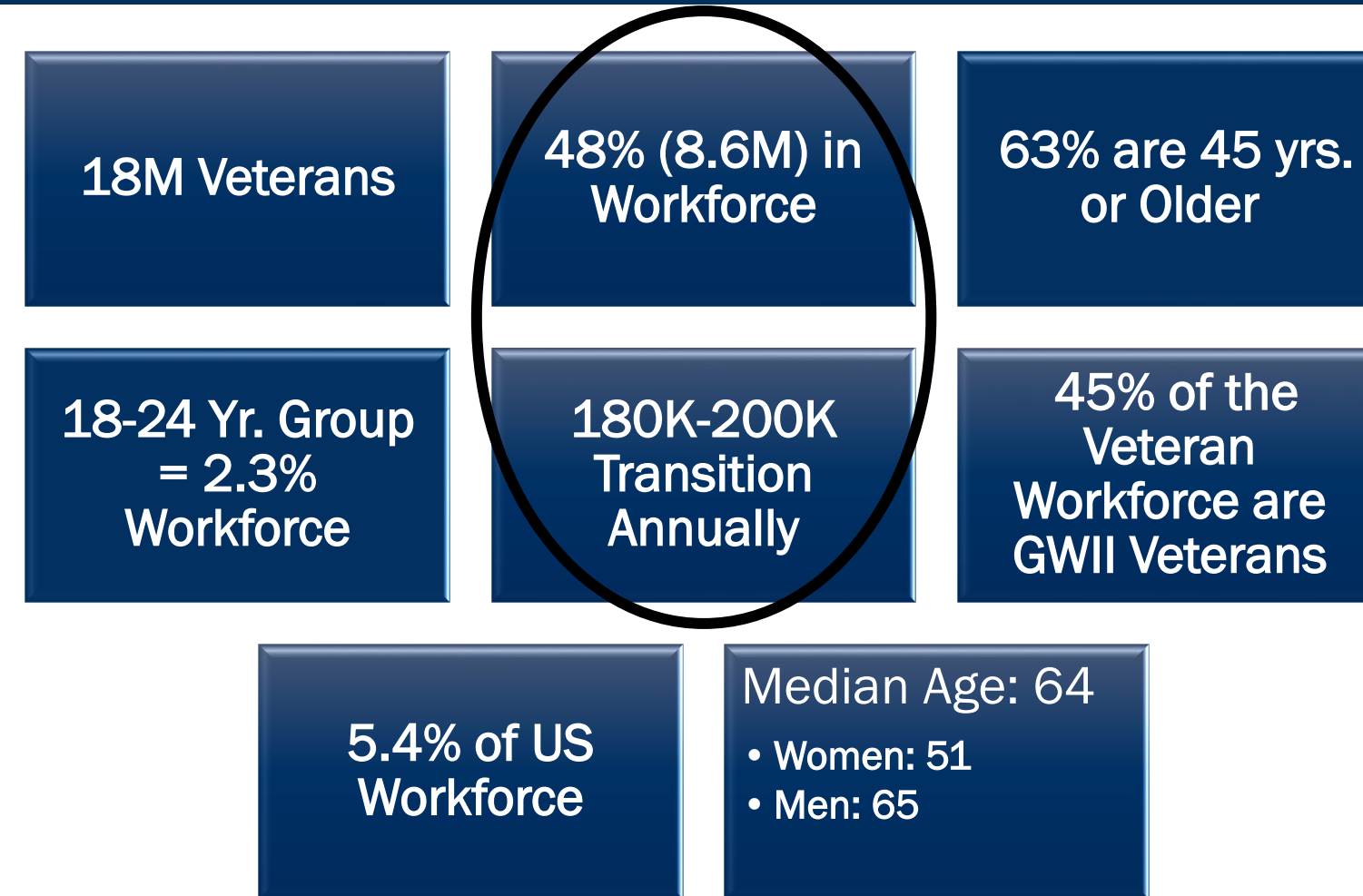


Six Regional Offices

- Regional Veterans' Employment Coordinator (RVECs)
 - [Click Here to contact the RVEC near you](#)
- VETS staff in all 50 states and territories
 - [Click Here For Regional Office Staff](#)



Veteran Demographics



57% of unemployed Veterans are 45 years or older.



Some of Our
Nation's Best and
Brightest Choose
to Serve

- Only 23% of 17 – 24-year-olds Qualify for Military Service (*DoD)

Studies show:

- Veterans are more productive and have higher retention rates
- Veterans have lower unemployment rates and higher labor participation rates than their non-veteran peers (*BLS)
- Veterans and their families have a higher standard of living than non-veterans over the past 40 years - 17% in 2019. (*Pew Research Center)

Additional Research: Syracuse University's Institute for Veterans and Military Families (IVMF) [The Business Case for Hiring A Veteran: Beyond the Clichés](#)

Veterans' Attributes in the Workplace



Lead / Follow



Mission Oriented



Versatile



Diverse Backgrounds



Work Ethic

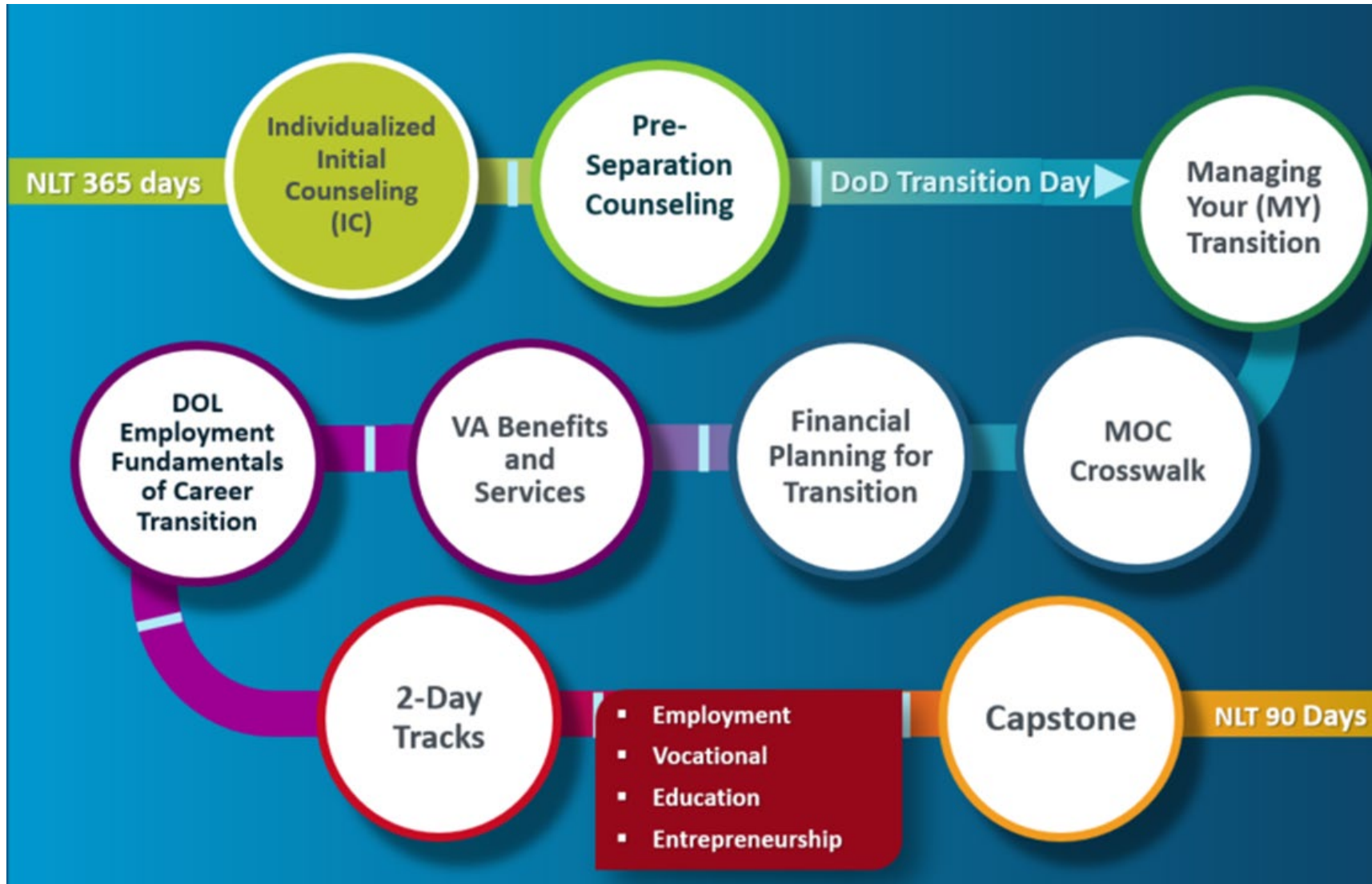


Loyalty



Technical Skills

Transition Assistance Program (TAP)



FY22 TAP Delivery

11,753 DOL (1&2-day)
Employment Workshops

To over 246,000 TSMs

>200 locations worldwide

1,115 Vocational Training /
"Career and Credential
Exploration" workshops

American Job Center (AJC): Services for Employers



Locate the closest AJC to your facility

- www.careeronestop.org

Contact a Local Veterans' Employment Representative (LVER) or Business Services staff

- **Business Services:** Works with employer to enter open positions into the state workforce system
- **LVER:** Works with the employers assists with sourcing viable Veteran candidates

Let them know you want to hire Veterans.

No Cost Employer Services

- Job description writing
- Posting job openings
- Reviewing applicants' resumes
- Pre-screening of job applicants
- Assessment of applicants' skills
- Referral of job-ready candidates
- Workforce information
- Skill upgrading and career ladders
 - OJT, Internships, Apprenticeships
- Places to conduct interviews
- Organizing job fairs

National Labor Exchange (NLx)



Three job sources fuel the NLx – corporate websites, state job banks, and the Federal job bank. All employers are validated, and the job feed is updated every 24 hours with current, fresh unduplicated content sent to the states and other NLx partners



Over 4.5 million jobs listed daily and growing!

National Labor Exchange (NLx Veteran Microsite)



- No Cost Service that Supports Service Member and Veteran Job Seekers and Employers
- Service Members Exposed to NLx during Transition Assistance Program (200K)
- Integrated Across every State and Territory Workforce System (8.3M)
- Highlights HIRE Vets Medallion and Skillbridge Employers
- Linked to Apprenticeship.Gov to identify Registered Apprenticeship Opportunities

The screenshot shows the NLx Veteran Microsite interface. At the top left is the NLx logo (National Labor Exchange). To the right are links for "ABOUT US" and "POST A JOB". The main heading is "Search Jobs from Veteran Friendly Employers". Below this is a search bar with three input fields: "job title, keywords", "city, state", and "military job title or code", followed by a red "FIND JOBS" button. Below the search bar is a banner for the "HIRE Vets Medallion Program" featuring a circular seal. Below the banner, it states "1,969,801 Jobs". On the left is a sidebar with filters: "Sorted by Relevance", "Filter by Military Titles", "Filter by HIRE Vets Medallion Recipients", "Filter by DoD SkillBridge", "Filter by State", "Filter by City", "Filter by Title", and "Filter by Company". On the right is a list of job postings:

Sorted by Relevance	+	Quality - Lab Technician I Actalent - New Brunswick, New Jersey
Filter by Military Titles	+	Senior Data Reporting Analyst Highmark Health - Little Rock, Arkansas
Filter by HIRE Vets Medallion Recipients	+	Transmission Database Specialist Exelon - BALTIMORE, Maryland
Filter by DoD SkillBridge	+	Food Supervisor Sodexo - LINCOLNTON, North Carolina
Filter by State	+	Service Management & Operations-Director PwC - Toledo, Ohio
Filter by City	+	Watch Desk Dispatcher Amentum - Sterling, Virginia
Filter by Title	+	
Filter by Company	+	

***Make it easier for employers to find and hire
TSMs, veterans, and military spouses***

- Be the best at what we do...
- Maximize meaningful engagements with customers/stakeholders
- Hold our rightful spot in service delivery...Veteran Employment

Promote: Employer Outreach Program



Connect Employers with
Federal, State and Local
Resources



Leverage Resources to
Reduce Employer Costs



Assist Employers Needs,
Address Skill Gaps and
Attract veteran Talent



Coordinate Across Local
and Strategic Partnerships

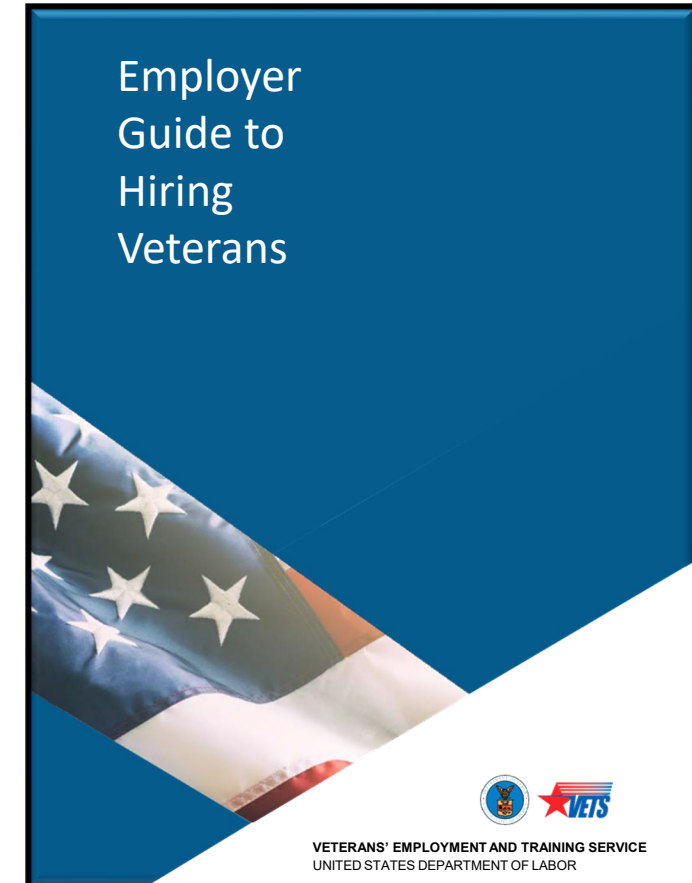
Make it easier for employers to find and hire veterans

Finding and Hiring Veterans



The key to success is building and leveraging a network of no-cost resources:

- **HIRE Vets Medallion Program (HVMP)**
- **State Workforce Agencies**
 - American Job Centers / CareerOneStops
 - State Job Banks / National Labor Exchange
- **Federal Resources**
 - Marine For Life, Soldier For Life, SkillBridge, National Guard Bureau, US Army Reserve Private Public Partnership, MSEP
- **Veteran Service Organizations**
- **US Chamber of Commerce Hiring Our Heroes Events**
- **Review our Employer Guide [HERE](#)**



National-Regional-State-Local coordination regional and national employers and state workforce system(s)

Triage the Employer first...Find the need and fill it.

- Review needs analysis of the company
- Consult and Coach Employers:
 - Assist with their Veteran Initiative...Share Best Practices
 - SWA /Office of Apprenticeship introductions....Referrals
 - DOD SkillBridge
 - VSO Introductions...HoH, DVA, VFW, AL, MOAA, SFL, M4L, etc.
 - Consult on building Veteran Affinity Groups / ERGs
 - Advise Executives in translating military skills to corporate language
 - Insights on how to attract and work with veterans
 - Advocates veteran friendly “competency-based” job descriptions
 - Post position descriptions and openings in the Veterans’ Job Bank /National Labor Exchange database.
 - Locate approved local training programs, colleges and universities
- Meet with local and state governments, non-profits and VSOs to assist with developing and implementation of plans to better serve veterans in the local communities



RVEC Team



Chicago Region

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Alabama, Florida, Georgia,
Kentucky, Mississippi, North
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Tennessee

HIRE Vets Medallion Program



The only Federal Award that Recognizes Employers Who: Hire, Retain and Support Veterans



835 employers earned the 2022 HIRE Vets Medallion Award

- See them on the map at HIREVets.gov/Awardees



2024 Application period: January 31 – April 30, 2024



HIREVets.gov



2023 HIRE Vets Medallion Award Criteria

REQUIREMENTS	LARGE EMPLOYER AWARDS (500+ Employees)		MEDIUM EMPLOYER AWARDS (51-499 Employees)		SMALL EMPLOYER AWARDS (1-50 Employees)	
	 Platinum	 Gold	 Platinum	 Gold	 Platinum	 Gold
Hiring (Vets hired during CY 2022)	Not less than 10% of employees hired AND	Not less than 7% of employees hired AND	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR	Not less than 10% of employees hired OR	Not less than 7% of employees hired OR
Retention (Vets hired during CY 2021)	Not less than 85% of Vets hired retained for 12 months	Not less than 75% of Vets hired retained for 12 months	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND	Not less than 85% of Vets hired retained for 12 months AND	Not less than 75% of Vets hired retained for 12 months AND
Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2022)	N/A	N/A	At least 10% of employees are Vets	At least 7% of employees are Vets	At least 10% of employees are Vets	At least 7% of employees are Vets

INTEGRATION ASSISTANCE PROGRAMS

Veteran Organization or Resource Group (employer established)	Must be established and exist by 31 Dec. 2022	Must be established and exist by 31 Dec. 2022	Must be established and exist by 31 Dec. 2022	Satisfy 1 of 2	Satisfy 2 of 5	N/A
Leadership Program	Must be established and exist by 31 Dec. 2022	Must be established and exist by 31 Dec. 2022	Must be established and exist by 31 Dec. 2022			N/A
Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)	Must be targeted to veteran employees	N/A	Satisfy 1 of 3	N/A		N/A
Pay Differential Program	Must be provided	N/A		N/A		N/A
Tuition Assistance Program	Must be available	N/A		N/A		N/A

OTHER ITEMS

Labor Law Violations	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120	Must not have any of the violations identified in 20 CFR § 1011.120
Application Fee	\$495.00	\$495.00	\$190.00	\$190.00	\$90.00	\$90.00

¹ The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit [HIREVets.gov](https://hirevets.gov) and view the Final Rule for the program.

HIREVets.gov

STAY IN TOUCH WITH US!

Connect with us through the links below or scan the QR code to the right with your mobile device (open camera, aim, tap).



1-866-4-USA-DOL



www.dol.gov/agencies/VETS



www.linkedin.com/showcase/dolvets



www.twitter.com/VETS_DOL

