



## Resources for Hiring Veterans

### Employer Guide to Hiring Veterans

<https://www.thriveed.org/wp-content/uploads/2019/10/Employer-Guide-to-Hire-Veterans-June-2018-1.pdf>

### Job Center of Wisconsin

Unfortunately no one keeps a complete list of all of our currently-living-in-Wisconsin Veterans who are seeking employment. However, we do have is a list of Veterans who have registered with the State's Department of Workforce Development. Right now, there are 4,516 Veterans currently registered with DWD. The Job Center of Wisconsin connects employers with veteran talent at no-cost. Features help employers:

- » Quickly search for and identify veteran talent
- » Research the transferable skills between military and civilian jobs
- » Build job descriptions based on skills to expand your search for qualified veterans
- » <http://wisconsinjobcenter.org/veterans/employers.htm>

### Wisconsin Economic Development Corporation/DWD Office of Veteran Employment Services

The state of Wisconsin has launched a \$1.9 million national marketing campaign to encourage military personnel and their spouses who are transitioning to civilian life to live and work in Wisconsin once they leave the service. A key element of the campaign will be the visits made by a delegation of state officials and representatives of veteran-friendly Wisconsin businesses to transition summits at more than a dozen military installations throughout the U.S. and overseas. The campaign also includes a new, content-rich

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veterans section of InWisconsin.com where transitioning veterans can explore both career and lifestyle opportunities in the state. The page includes a job search and home search tools.

<https://wedc.org/?s=Veterans+employment+>

## Veterans Employment Grant

The Veterans Employment Grant is an incentive program to support hiring veterans with a 50% or more service-related disability. Employers can receive \$5,000 in funding over a 12 month period when they hire a qualifying veteran full-time and up to \$2,500 for part-time. Download the program brochure under Resources below.

[https://www.thriveed.org/wp-content/uploads/2018/11/WDVA\\_B0206-Veteran-Employment-Grant.pdf](https://www.thriveed.org/wp-content/uploads/2018/11/WDVA_B0206-Veteran-Employment-Grant.pdf)

## Work Opportunity Tax Credit (WOTC)

Employers can qualify for hiring incentives and tax credits when they promote workforce diversity and facilitate access to good jobs by hiring veterans with barriers to employment. The Work Opportunity Tax Credit (WOTC) is a federal income tax credit designed to help people gain on-the-job experience and achieve better employment outcomes. The WOTC program offers federal tax credits to employers as an incentive to hire people in several specific target groups.

<https://dwd.wisconsin.gov/jobservice/taxcredit/wotc.htm>

## Hiring Our Heroes (HOH)

The U.S. Chamber of Commerce Foundation's Hiring Our Heroes (HOH) initiative launched in March 2011 as a nationwide effort to connect veterans, service members, and military spouses with meaningful employment opportunities. Working with the U.S. Chamber of Commerce's vast network of state and local chambers and strategic partners from the public, private, and non-profit sectors, our goal is to create a movement across America in hundreds of communities where veterans and military families return every day.

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

## Hire Military

HireMilitary, utilizes the Department of Defense Skillbridge program to promote civilian job training for transitioning service members. Any Service member within 180 days of leaving the Military can seek a full-time (40-hours per week), unpaid internship with an employer up to 6 month period anywhere in the

country. The requirements are that the internship must include an interview and offer a high-probability of continued employment.

<https://www.hiremilitary.us/>

## **HIRE Vets Medallion Program**

The Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017 (HIRE Vets Act or the Act), requires the Secretary of Labor to establish a program, by rule, that recognizes employer efforts to recruit, employ, and retain veterans. Employer-applicants meeting criteria established in the rule will receive a “HIRE Vets Medallion Award.” There are two award tiers, Platinum and Gold, for large (500-plus employees), medium (51-499 employees), and small employers (50 or fewer employees).

Successful employers will receive a certificate stating the award year and a digital image of the medallion to use, including as part of an advertisement, solicitation, business activity, or product.

<https://www.hirevets.gov/resources#program>

## **Hire Heroes USA**

Employment assistance is the #1 requested service from transitioning military members, and Hire Heroes USA provides that service to thousands each year. Through personalized service and support, we help veterans and military spouses get hired, and we help companies hire and retain them.

[www.hireheroesusa.org](http://www.hireheroesusa.org)

## **Military Hire**

MilitaryHire began connecting veterans and employers in 2000. Employers quickly came to appreciate the character, skills, and service of the veterans they hired from MilitaryHire.

<https://www.militaryhire.com/>

## **Recruit Military**

With RecruitMilitary, you won't miss out on your next great hire due to a glitch in terminology. Using these resources, we can help your hiring managers to better understand the veteran landscape. This includes the ability to translate military skillsets into civilian terms and to understand the onboarding and support that will better ensure success.

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Includes:

- » Building an effective Veteran hiring program (VHP)
- » Military Skillsets: Understanding how they apply to business

<https://recruitmilitary.com/employers/resources/hiring/connecting-with-veterans>

## Other Recommendations:

- » Create an internal network of veterans to seek referrals and outreach suggestions. This has been especially successful for many employers. The key is assigning a manager of the program with goals and accountabilities.
- » Include a page on the company website directed to veterans and the skills that the company needs.
- » Work with military installations in the region (may be several states) to access discharging or retiring veterans
- » Understand the transferability of military skills to the civilian workplace and include that in recruitment materials (specific military job codes to civilian jobs that best use the skills developed in their military positions).

## Resources:

- » <https://dva.wi.gov/Documents/educationEmploymentDocuments/Ranks.pdf>
- » <https://www.mynextmove.org/vets/>
- » <http://veteranjobs.stripes.com/skills-translator/BrowseMilitaryOccupations.asp>
- » <https://www.careeronestop.org/Toolkit/Jobs/match-veteran-jobs.aspx>
- » Conduct open houses for veterans only to expose the company to potential employees.
- » Consider a joint effort with other companies to jointly recruit veterans.
- » Attend workforce recruiting events/career fairs and clearly promote that the company is seeking veterans.
- » Consider revising employment recruitment materials to include veteran-friendly language.
- » Reach out to veteran social organizations.
- » Connect with veteran employment and health consulting services.
- » Go to where veterans might gather and discuss company employment opportunities.
- » Don't forget the needs of the trailing spouses and their employment needs.

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