

WHY SHOULD I HIRE A VETERAN?



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Introduction

<https://www.youtube.com/watch?v=nJUKxmsqpz8&t=8s>





AGENDA

Background Information

JVSG Program

Benefits of Hiring Veterans

Resources

Background Information

Who enlists in the All-Volunteer Force?

- Overwhelming majority of enlisted members possess traditional HS diploma and ~9% have earned college credit prior to enlisting.
- ~79% test above the 50th percentile on aptitude tests.
- Vast majority are high-quality, drug-free, law-abiding, smart and educated.
- Women represent 15% of the enlisted force and 18% of the officer ranks.
- Enlistment standards are stringent.
 - Only ~13% of 17-to-24 yos (not including full-time college students) are qualified to enlist without a waiver.
 - Most common reasons for not qualifying:
 - Lack of HS diploma.
 - Low ASVAB scores.
 - Medically/physically disqualified.
 - Too many dependents.
 - Disqualifying tattoos.
 - History of criminal activity.
 - Testing positive for disqualifying drugs.
- **It's harder to be accepted into the military than it is to be accepted by most secondary education institutions.**



Colorado Department of Labor & Employment: Jobs for Veterans State Grant (JVSG) Program Roles

- Disabled Veteran Outreach Program (**DVOP**) Specialists
- Regional Veterans Employment Representatives (**RVER**)
- Consolidated Representatives

Jobs for Veterans State Grant (JVSG)⁺

Roles

Disabled Veteran Outreach Program (DVOP) Specialists

- Case management and intensive services.
 - Veteran cannot have a dishonorable discharge.
 - Some spouses may qualify.
 - Goal is to stabilize veteran and prepare them for the civilian workforce.
 - May involve assistance with education/training.
- Must meet one (or more) of the following conditions:
 - Service-connected disability rating.
 - Vietnam Era veteran.
 - Homeless.
 - Transitioning service member not meeting readiness standards or involuntarily separated through RIF.
 - Previously incarcerated.
 - Lack HS diploma or equivalent.
 - On public assistance.
 - Between ages of 18-24.
 - Recently separated & unemployed 27 or more weeks.
 - Wounded Warrior.

Jobs for Veterans State Grant (JVSG)

Roles

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Regional Veterans Employment Representatives (RVER)

- Business outreach.
- Assist veterans connect with veteran-friendly businesses.
- Provide training and technical assistance.
- Promote opportunities for veterans.
- Set up and host job fairs.
- Promote credentialing, licensing, job driven training, and apprenticeship opportunities for veterans.
- Assist businesses on veteran employment issues.

Consolidated Representatives

Combination of DVOP and RVER Duties

- DVOP (50%)
 - Case Management
- RVER (50%)
 - Assist businesses and promote veteran opportunities.

NOTE: DVOP and RVER duties are established by federal law.

Benefits of Hiring Veterans



Benefits



Veterans bring:

- Accelerated learning curve.
- Leadership.
- Teamwork.
- Diversity and inclusion in action.
- Efficient performance under pressure.
- Respect for procedures.
- Integrity.
- Conscious of security, health, and safety standards.
- Triumph over adversity.
- Personal responsibility.
- Sense of urgency.
- Loyalty.

Work Opportunity Tax Credit (WOTC)

Veterans

- On certain public assistance programs.
- Service-connected disability and hired within 1 year of discharge from active duty.
- Receive compensation for service-connected disability unemployed for at least 6 months of the year ending on hiring date.
- Unemployed for at least 4 weeks but less than 6 months.
- Unemployed for at least 6 months in the year ending on the hiring date.

Tax Credit for Business

- Based on a percentage of qualified wages paid to the new employee for the first year of employment.
- Tax credit of up to \$9,600 per qualified veteran hired.
- Administered by CDLE.

Federal Bonding

Fidelity bonds for applicants who are (or may be) denied coverage by commercial carriers due to:

- Record of arrest, conviction, or imprisonment.
- History of alcohol or drug abuse.
- Poor credit history.
- Lack of employment history.
- Dishonorable discharge.
- Special situations requiring fidelity bond.

Cost:

- **No cost** to the employer.



Resources:

<https://www.dol.gov/agencies/vets/programs/grants/state/jvsg>

<https://www.dol.gov/agencies/VETS>

<https://cdle.colorado.gov/jobs-training/veterans>

<https://cdle.colorado.gov/work-opportunity-tax-credit>

<https://cdle.colorado.gov/employers/incentives-tax-credits/federal-bonding>



O*NET OnLine

<https://www.onetonline.org/crosswalk/MOC/>



Summary

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THANK YOU

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