

**Department of Labor (DOL)  
Veterans' Employment and Training Service  
(VETS)**

***Veteran Employment Resources  
For the Maritime Industry***

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# Agenda

- Veteran Demographics and Trends
- DOL Integrated Services
- VETS' Mission (4Ps)
  - Prepare: Transition Assistance Program
  - Provide: State Workforce Agencies via the AJC Network
  - Protect: USERRA and Veteran Preference
  - Promote: Employer Outreach and Hire VETS

“DOL and DOL VETS programs serve well over 600,000 Veterans, National Guard and Reservists each year”

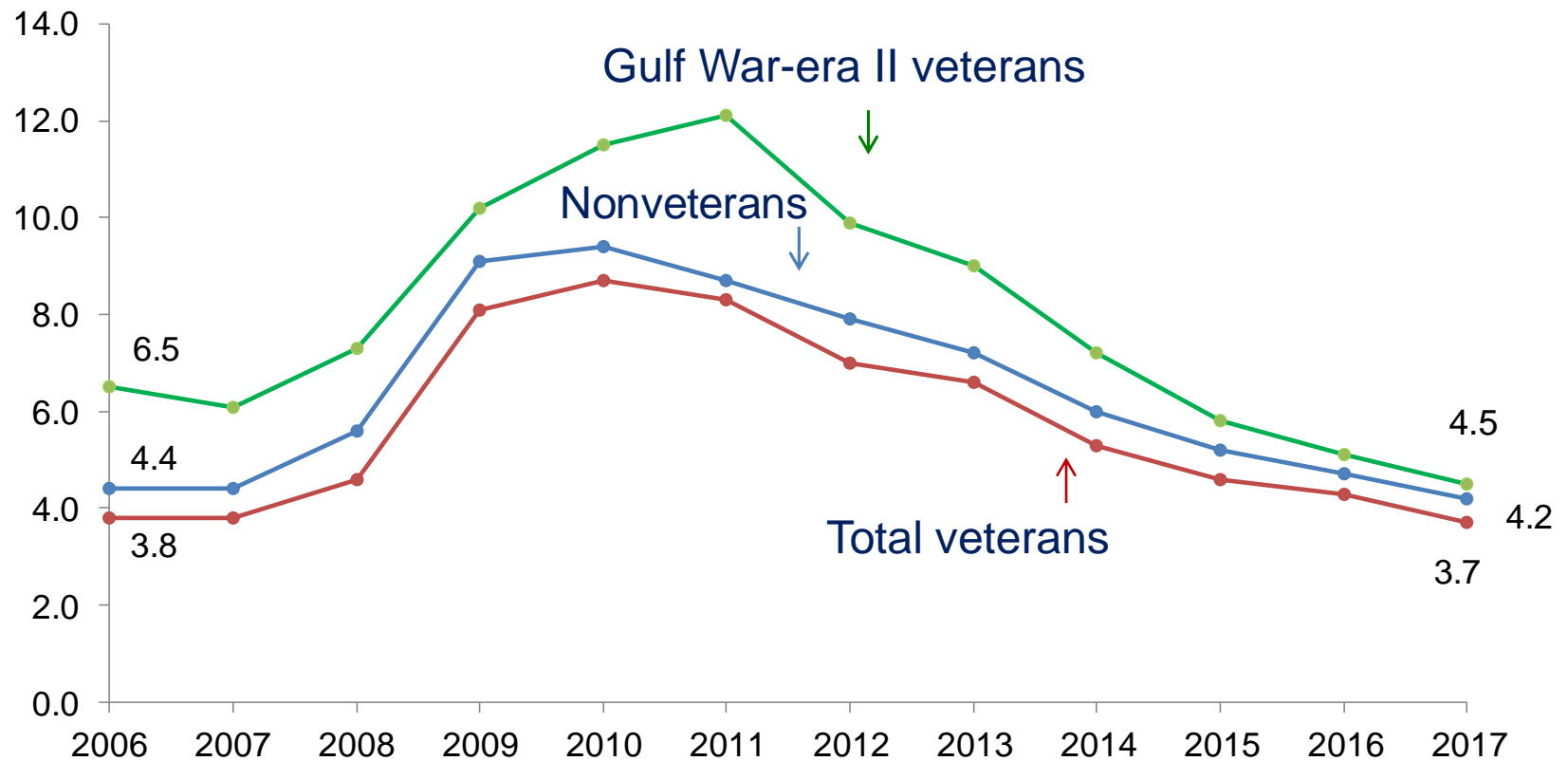
# Why Hire A Veteran

**It is a good business decision to hire veterans as studies have shown that veterans are more productive and have higher retention rates.**

- o Proven Leadership/Leadership readiness
- o Mission Focused – get the job done
- o Team Players who are used to working with a diverse team
- o Accelerated learning curve / quick learners / Immediate Contributor
- o Work Ethic
- o Works well under pressure
- o Creative initiative
- o Integrity

# Unemployment rates continue to trend down - for veterans and nonveterans

Unemployment rate (percent)



NOTE: The unemployment rate is the number of unemployed as a percent of the labor force.

SOURCE: Bureau of Labor Statistics, Current Population Survey (CPS), annual averages 2006-2017

# Veteran Demographics

- 19.4 M total veterans in the U.S.
  - ✓ 90.2% male
  - ✓ 9.8% female
  - ✓ Median age = 64
- Nearly 50% of all veterans are in the workforce (9.7M):
  - ✓ 67% of veterans in the workforce are 45 years or older
  - ✓ 1.7% of veterans in the workplace are under 25 years old
- Declining unemployment rates
  - ✓ Veteran unemployment rates continue to trend lower than non-veterans
  - ✓ 362K unemployed veterans
  - ✓ 55% of unemployed veterans are 45 years or older
  - ✓ 2.7% of unemployed veterans are under 25 years old

# Integrated Approach

- **Veterans' Employment and Training Service (VETS)**
  - Coordinates Agency efforts
- **Employment & Training Administration (ETA)**
  - National Workforce System (AJCs)
  - UCX, Office of Apprenticeship, WIOA, Grants
- **Office of the Solicitor (SOL)**
  - Employment law expertise; enforcement in U.S. veteran discrimination cases.
- **Bureau of Labor Statistics (BLS)**
  - Continuously monitors and analyzes U.S. veteran employment statistics
- **Chief Evaluation Officer (CEO)**
  - Evaluates effectiveness/efficiency of Veteran employment programs
- **Office of Disability Employment Policy (ODEP)**
  - Focuses on disability-related policies that benefit veterans
- **Office of Federal Contract Compliance Programs (OFCCP)**
  - Affirmative action provisions of VEVRAA
- **Women's Bureau (WB)**
  - Develops policies, advocates for equality and economic security and promotes quality work environments for working women/veterans
- **Wage and Hour Division (WHD)**
  - Military Family Leave Act (FMLA)
- **Employee Benefits Security Administration (EBSA)**
  - Financial literacy/military retirement structure

Networked across DOL agencies



Regional Locations:  
Atlanta, Boston, Chicago, Dallas,  
Philadelphia, San Francisco

# DOL VETS Mission

We prepare America's veterans, transitioning service members, and their spouses for meaningful careers;

We provide them with employment resources and expertise;

We protect their employment rights; and

We promote their employment opportunities.

# Prepare: Transition Assistance Program (TAP)

The services, training, tools and support a transitioning service member needs to meet Career Readiness Standards

## Pre-Separation Counseling (DoD)

- 12 months out for separations
- 24 months out for retirements

## Core Curriculum

- Resilient Transitions (DoD)
- MOC Crosswalk (DoD)
- Financial Planning (DoD)
- **Employment Workshop (DOL)**
- Benefits Briefing (VA)

## Specialized Tracks

- **Career Technical Training (DOL)**
- Assessing Higher Education (DoD)
- Entrepreneur (SBA)

## Capstone

### Key points:

- Teach mechanics of attaining meaningful job
- 3-days/class size: max 50
- Tangible products:
  - **Individual Transition Plan**
  - **Skills assessment/Job search**
  - **Resume/Cover Letters**
- FY 17
  - 6,094 workshops/ 187 locations
  - 164,316 participants/4,864 Guard and Reserve
- Curriculum on-line (*eBook on Amazon.com*)
- Annual curriculum review

➤ ***Spouses are eligible to participate in DOL's Employment Workshop on a space-available basis***

➤ ***Available on-line/any-time at: <http://www.dol.gov/vets>***



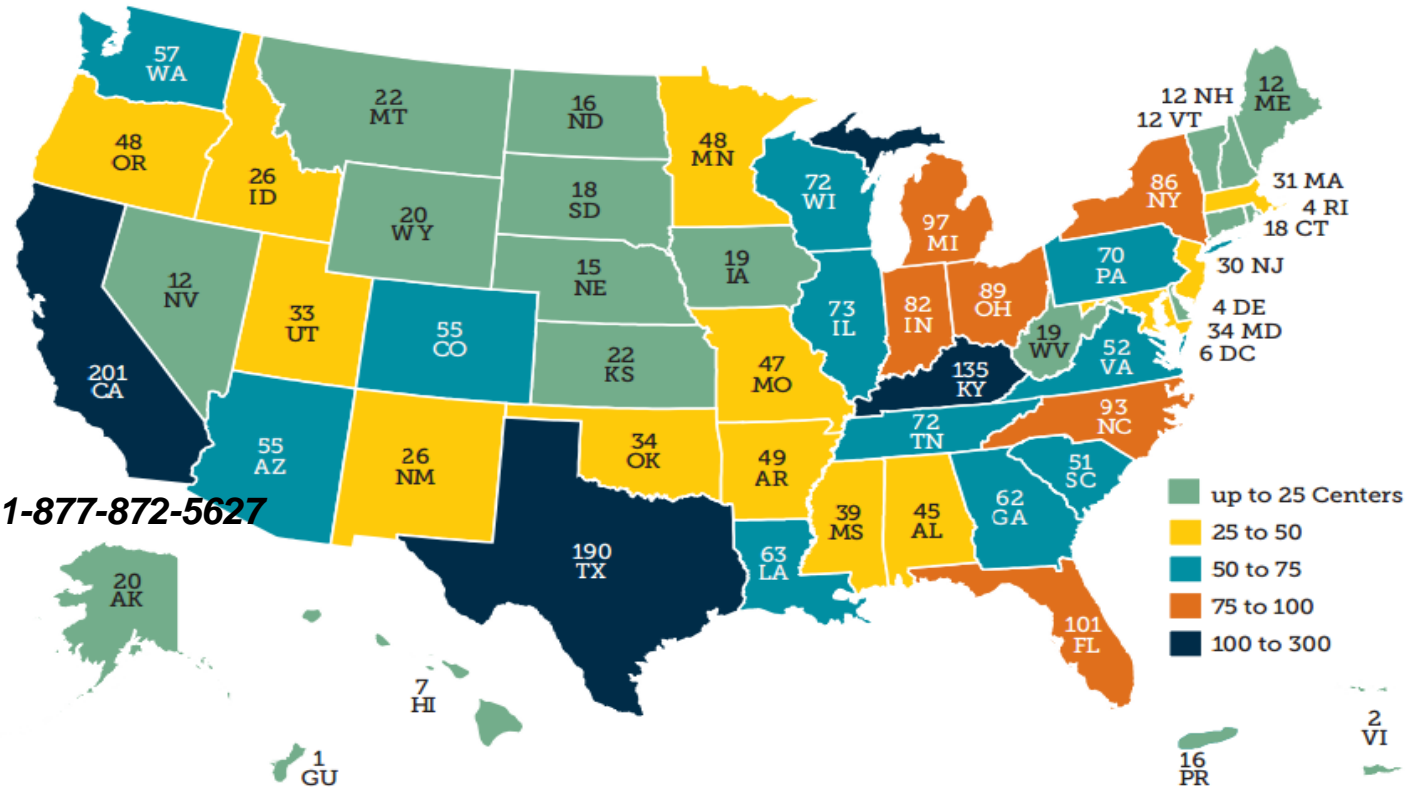
# Provide: Employment Resources and Expertise American Job Centers

The American Job Centers (AJC) are the centerpiece of veterans' employment services in all the localities. These are funded by the Department of Labor, administered by state-level Workforce Development Boards (WDBs), and operated by local communities.

AJC provides comprehensive services to both employers and job seekers. It serves as the central location for HR Managers to meet and communicate with job seekers to match them to their current openings.

It is also the central point in the local community where customers (both veteran and nonveteran job seekers and employers) can access employment insurance, labor market information, employment/skill assessment services, and direct referrals to job training and job opportunities within their communities.

# Provide: Employment Resources and Expertise



[www.VETERANS.GOV](http://www.VETERANS.GOV)

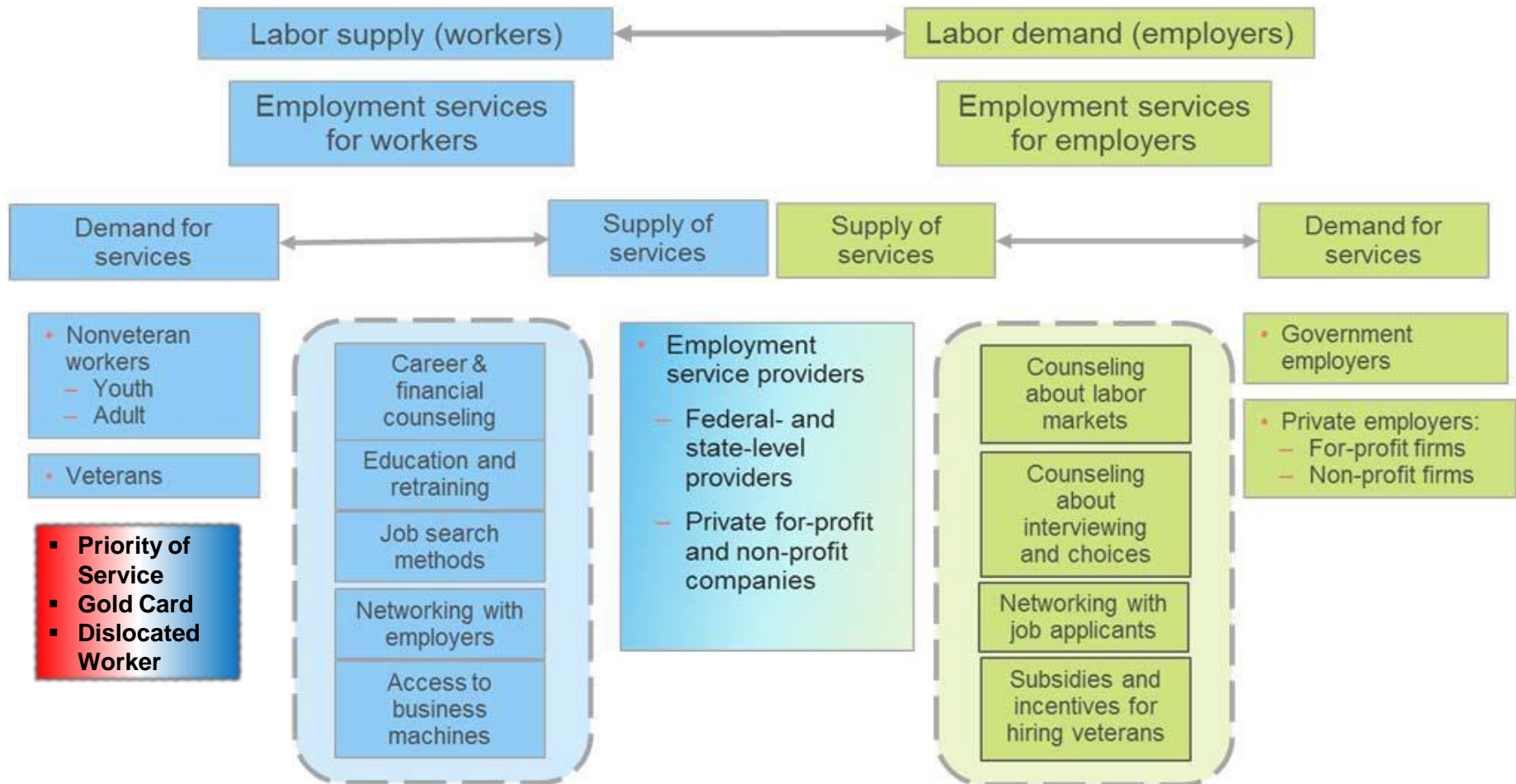
[www.careeronestop.org](http://www.careeronestop.org)

National Phone Helpline: 1-877-872-5627

- DOL ETA funds States to operate over 2,400 American Job Centers (AJCs).
- The AJCs delivered services and support to over 13 million Americans last year.
- Over 400,000 were VETS, Guardsman and Reservists.
- VETS funds 1,286 Disabled Veterans' Outreach Program specialists (DVOPs)
- VETS funds 529 Local Veterans' Employment Representatives (LVERs)
- VETS funds employment training at the National Veterans' Training Institute (NVTI)

# The American Job Center (AJC) Concept

The AJC concept for connecting workers and employers in the job market



# AJC Services for Employers

## Connect

- Locate the closest AJC to your facility
  - [www.veterans.gov](http://www.veterans.gov)
  - [www.careeronestop.org](http://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, ensuring that the position is in the state's job bank & assists the employer with sourcing viable veteran candidates to fill those positions
- Let them know you want to hire veterans

## 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

Short-term training

Places to conduct interviews

Organizing job fairs

# Connect with your local Workforce Development Board

<https://www.servicelocator.org/workforcecontacts.asp>

## America's Service Locator

[American Job Centers](#)

[Unemployment Benefits](#)

[Employment Training](#)

### [Workforce System Contacts and Strategic Partners](#)

[Workforce Development Boards](#)  
[Youth Councils](#)  
[Libraries](#)  
[Community Colleges](#)  
[Business Finder](#)

[State Services](#)

[More Government and Private Sector Resources](#)

[Keyword Search](#)

## Workforce System Contacts - Workforce Development Boards

Workforce Development Boards direct federal, state, and local funding to workforce development programs. They also oversee the American Job Centers, where job seekers can get employment information, find out about career development training opportunities and connect to various programs in their area.

### Find a Workforce Development Board

**Location:**

**Select a Contact Group:**

[Continue >](#)

# VETERANS.GOV (Virtual “One Stop”)

## For Job Seekers

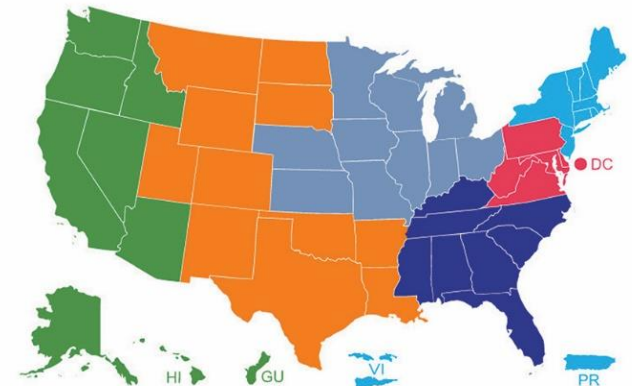
- Connect with one-on-one assistance in more than 2,400 American Job Centers located conveniently in communities around the country.
- Explore Veterans’ Job Bank /National Labor Exchange online job listings.
- Search career paths by industry, by similarity to military careers, or by keyword.
- Locate approved local training programs, colleges and universities.
- Access resources from States and Federal partners to connect with industry career programs in sectors including agriculture, transportation, energy/utilities, homeland security, and employment in the Federal government.
- Learn how to start a business.

## For Employers

- Connect with regional employer outreach specialists in DOL VETS to access local resources for meeting your unique hiring needs.
- Post position descriptions and openings in the Veterans’ Job Bank /National Labor Exchange database.
- Access the free veteran hiring toolkit, “America's Heroes at Work,” and other resources for employers.



### Explore Resources In Your State:



# Promoting Employment Opportunities

## Regional Veterans' Employment Coordinators (RVECs)

Conduct employer outreach:

- 1) Connect companies with federal, state and local resources to facilitate veterans' employment.
- 2) Leverage federal, state and local employment resources and programs to reduce employer costs.
- 3) Coordinate employment resources and expertise across businesses, employer groups, veterans' organizations, state workforce partners and government agencies to promote veterans' employment opportunities.

# Presidential Executive Order: Expanding Apprenticeships in America

- Higher Education is becoming unaffordable...graduates unemployed
- DOL Office of Apprenticeship reform process
  - DOL establish guidelines, expedite registration
  - Establish industry-recognized apprenticeships
  - Government will provide more affordable pathways to high-paying jobs
  - Focus on expanding access to students
    - secondary educational institutions /Community colleges

Promoting apprenticeships to ... service members and veterans

- Skill gap and open jobs
  - Advanced Manufacturing - + 350K open jobs today
- Secretary of Education support the efforts of community colleges to incorporate apprenticeships into their courses of study
- Task Force on Apprenticeships



# Department of Labor's Registered Apprenticeship Program

## *Benefits to Companies:*

- Receive **consulting services** from DOL in the design, development, and structure of their Registered Apprenticeship program
- By partnering with DOL, it will bring a **level of credibility** to their training program by meeting approved standards
- Upon completion of the program, the apprentice will earn a **nationally recognized credential**. This credential be used as a **recruiting tool** to attract prospective applicants
- The company will **attract veterans and those transitioning out of the service** since they will be able to utilize GI Bill benefits (not take on educational debt)
- Career Skills Program/Skill Bridge (military pays transitioning service member's salary while in pre-apprenticeship training program)
- **Increased employee retention / reduce turnover costs**
- Creates a system where employers **can track return on investment** of training dollars invested

# DOD SkillBridge



Through DoD SkillBridge, tremendous potential exists for service members, companies, trade unions, and others to leverage this talent pipeline to meet state, regional, and industry workforce needs.



DoD can use the SkillBridge program to connect to DOL programs already in place and funded to facilitate Transitioning Service Members' success.

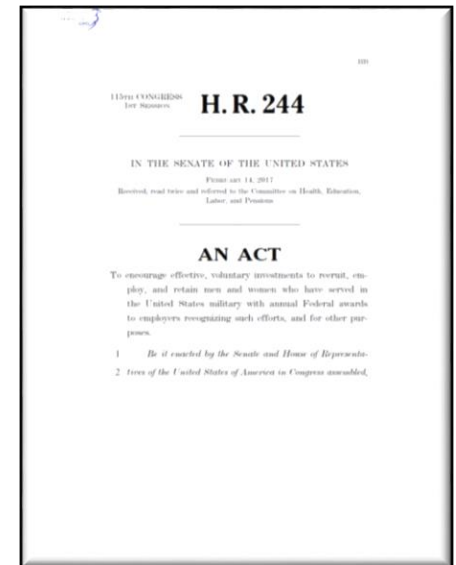
# HIRE Vets Act

The **Honoring Investments in Recruiting and Employing American Military Veterans Act of 2017** (HIRE Vets Act) requires DOL to establish a HIRE Vets Medallion Program to recognize employer efforts to:

- (1) Recruit, Employ, and Retain veterans
- (2) Provide community and charitable services supporting the veteran community.

Under this Act, DOL will:

- Establish the program, no later than 2 years after enactment
- Solicit, Review, Verify award applications from employers
- Notify award recipients
- Issue Medallion awards at a time coinciding with Veterans Day



<https://www.congress.gov/bill/115th-congress/senate-bill/438/text?format=txt>



# HIREVets.gov

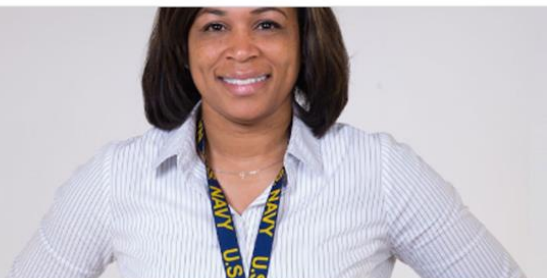


HIREVets.gov

## HIRE Vets Medallion Program

Shining a light on employers who hire our nation's heroes.

Prepare to Apply



### Honoring the Employers who Hire our Nation's Heroes

The Department of Labor is establishing [the HIRE Vets program](#) under the Honoring Investments in Recruiting and Employing American Military Veterans Act, or HIRE Vets Act. President Donald J. Trump signed the act into law May 5, 2017.

*"The Department of Labor looks forward to shining the spotlight on employers who make hiring veterans a priority and encouraging other employers to hire our nation's heroes."*

U.S. Secretary of Labor  
Alexander Acosta



### Get Ready to Apply

The Department of Labor is preparing to accept applications in the future. To get started, select your



# Takeaways

1. Contact Mark Toal ([toal.mark.j@dol.gov](mailto:toal.mark.j@dol.gov))
2. Veteran Employer Guide (available at [www.CMTS.gov](http://www.CMTS.gov))
3. Contact your local American Job Center (AJC)
4. [www.Veterans.gov](http://www.Veterans.gov)

# Questions?

## GET THE RESOURCES

### ONLINE

[www.veterans.gov](http://www.veterans.gov)

[dol.gov/vets/militaryspouses](http://dol.gov/vets/militaryspouses)

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

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

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

**VETERANS.GOV**

### DOWNLOAD



TAP E-Book  
Shareables

CareerOneStop App



### VISIT

Get one-on-one assistance  
at your local AJC. Locate  
one nearest you at  
[www.servicelocator.org](http://www.servicelocator.org)

**americanjobcenter**

