

# Hiring Disabled Vets Involves More Than Simply an Interest



## **ADA Audio Conference Series**

*EARN, Veteran's Initiatives*

*Coalition to Salute America's Heroes*

*Vocational Rehabilitation and Employment  
Service*

*February 20, 2007*

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## **Employer Assistance & Recruiting Network (EARN)**

- The nation's premier provider of free disability consulting and candidate sourcing services
- Single point resource to assist employers in preparation, awareness, education and candidate recruitment
- Funded by the U.S. Department of Labor Office's of Disability Employment Policy (ODEP)

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## EARN Works for You

- Job Matching Services
- Consultative Services
- Tools and Resources

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## Hiring Veterans with Service-Connected Disabilities



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## Benefits of Hiring Veterans



- President's National Hire Veterans Committee Top 10 Reasons
- RecruitMilitary findings
  - High correlation between the skills veterans attain in service and those desired by employers in manufacturing and sales fields.
  - Veterans outscore their non-veteran counterparts in measurements of traits corresponding to sales position requirements

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## Benefits of Hiring Veterans



- Veterans with disabilities who have completed Vocational Rehabilitation and Employment Program are:
  - Mature, motivated, and disciplined workers
  - Pre-screened for your specific employment needs
  - Proven to be reliable, dependable, and able to perform in stressful situations
  - Dedicated team players

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## **EARN, Veterans Initiatives**

- Promote job fairs, conferences, workshops
- Recruit, screen and refer veterans ranging from entry-level workers to skilled professionals
- Establish internship and mentoring programs for veterans with disabilities

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## **Gaining Access to the Veteran Labor Pool**

- EARN, Veterans Initiatives links employers with veterans employment services organizations:
  - Veterans Affairs, Vocational Rehabilitation and Employment Service (VRE)
  - Veteran's Centers and Jobs and Family Services
  - Veteran's National Advocacy Organizations (e.g., Paralyzed Veteran's of America (PVA), Disabled American Veterans (DAV), AMVETS, etc)

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## Gaining Access to the Veteran Labor Pool

- EARN, Veterans Initiatives links employers with veterans employment services organizations:
  - Community Based Health Care Organization (CBHCO)
  - DOL's State Veterans Employment Services, Homeless Veterans Reintegration, Incarcerated Veterans Transition, HireVetsFirst, Transition Assistance, and REALifelines Programs
  - Non-profits and others (e.g., Coalition to Salute America's Heroes (CSAH))

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## The Coalition to Salute America's Heroes

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## About the Coalition to Salute America's Heroes



- Non-profit 501(c)(3) tax-deductible organization established in January, 2004
- Mission to provide meaningful way for individuals, corporations and other to help wounded and disabled veterans from the War on Terror, as well as support all transitioning service members, their families and care givers



## Key Objectives - Coalition's WRAMC On-sight Office



- Primary focus to assist Operation Enduring Freedom (OEF)/Operation Iraqi Freedom (OIF) with services extended to all transitioning service-members, spouses and caregivers in achieving employment objectives
- Increase range of private sector employment opportunities for veterans



## Coalition Programs

- Candidate Preparation
- Job Shadowing
- eLearning/Training
- Candidate Recruitment Assistance
- Veteran Career Fair



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## Candidate Preparation

- Case by case in-depth career assessments with trained career counselors
- Assistance in exploring education, employment options and potential career paths
- Development of job search strategies
- Resume and marketing plan preparation
- Interviewing skills building
- Connection to local employment market and accommodations resources
- Tailor career exploration to service members, spouses and care givers specific needs



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## Job Shadowing and Mentoring Program



- Connects veterans and employers:
  - On-site experience with professional in career position which service members wish to explore
  - Gaining insight from through one-on-one mentoring opportunity

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## Job Shadowing and Mentoring Program



- Explore possible career paths
- Learn first hand about job opportunities and advancement opportunities within an industry
- Target career skills for improvement
- Demonstrate skills to employers
- Assist with translating and matching military skills to employer needs

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## eLearning

- Partnership with SkillSoft
- Education and training for service members and their spouses in business, information technology, and desktop skills
- Access to over 1,500 On-line classes
- Available to veterans as well as active duty service members

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## Candidate Recruitment Assistance

- Assistance in providing potential candidates for employer openings
- Assistance with application and interviewing processing
- Serve as advocate and provide introductions

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## Veterans Career Fair



- Market career fairs to transitioning service members - targeted for wounded and disabled service members
- Service as liaison and advocate for engagement with service members
- Point of contact for employers needing support through-out process



## Contact Information:



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Department of Veterans Affairs

# Vocational Rehabilitation and Employment



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## Who We Are

- The VA's Vocational Rehabilitation & Employment (VR&E) program provides:
  - Services and assistance to veterans with service connected disabilities to obtain and maintain suitable employment or, if needed, achieve independence in daily living
- Vocational Rehabilitation can include:
  - College, technical school, on-the-job training, or special training at rehabilitation facilities to prepare for suitable employment



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## Programs of Services

- Assist service-connected disabled veterans obtain and maintain suitable employment
- Assist service-connected disabled veterans achieve maximum level of independence in daily living.
- Provide educational/vocational counseling
- Provide educational counseling for children and widows/spouses of veterans who have a permanent and total service-connected disability

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## What We Do

- Vocational counseling and planning
- Abilities, skills, interests and needs assessment
- Employment services (e.g., job search, resume development, etc.)
- Work-study positions coordination
- Assistance in finding and maintaining suitable employment

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## What We Do

- Training such as on-the-job and non-paid work experiences
- Educational training such as certificate, two/four year college programs
- Determining independent living needs
- Personal adjustment counseling
- Training in activities of daily living

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## 5 Tracks to Employment Model

- Re-employment
- Rapid Access to Employment
- Self-Employment
- Employment through Long Term Services
- Independent Living

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## Who Qualifies for VR&E benefits



- Service Members
  - Within 6 months of separation from active duty
  - Posses of memorandum rating from VA
- Veterans
  - Honorable or other than dishonorable discharge
  - VA service-connected disability rating
  - Not exceeding the 12-year eligibility requirement

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## Typical Veteran Profile



- Length of Military Service – 4-10 Years
- Most Frequent Disability – Orthopedic
- Average Age – male- 41, female-37
- Average Education – HS Graduates
- 30% – Participants with two or more dependents

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## If Veteran is Currently Job Ready

- VA provides Employment Services
  - Referral to local job resources
  - Job seeking strategies
  - Assistance with job placement and job development
- [www.VetSuccess.gov](http://www.VetSuccess.gov)
- Required tools or equipment for work

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## Retraining Services

- Vocational evaluation
- Training to prepare for entry-level employment in a field/position
- Tuition, required books, fees and supplies
- On-the-Job Training
- Work Experience

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## Post-Retraining Services

- Referral to local job resources
- Assistance with job placement and job development
- Employment Adjustment Allowance
- Employer Incentives
- Required tools or equipment for work



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## Additional Services

- Medical, dental, optical, and mental health treatment is provided to assist the veterans in completing their rehabilitation plan
- Individual case management services to assist veterans and employers with accommodation needs and other questions and concerns

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## Top Five Occupations

The greatest number of disabled veterans were rehabilitated in the following occupations in FY 2004:

- Professional, Technical, Managerial 6,732
- Clerical 660
- Services 439
- Structural (Building Trades) 226
- Machine Trades 349

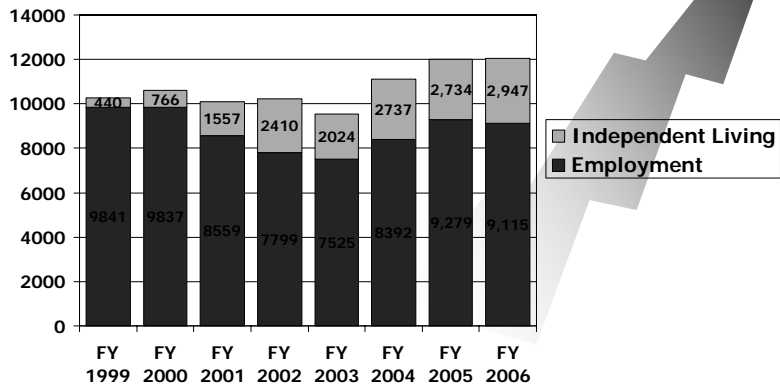
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## Number of Participants by Training Type

- Graduate School 2,236
- Undergraduate School 45,425
- Vocational/Technical/Non-degree 2,816
- Apprenticeships/Work Experience/OJT 510
- Farm Co-op 8

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## Rehabilitated Disabled Veterans



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## Contact Information

Department of Veterans Affairs  
Vocational Rehabilitation and Employment  
1-800-827-1000

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Thank You for Caring  
for Our American  
Heroes



## **EARN, Veterans Initiatives**

*Connecting employers with workforce talent  
and solutions.*

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