

RESOURCES



[Work Opportunity Tax Credit \(WOTC\)](#)

This IRS program was created in the mid-1990s to encourage companies to hire groups that traditionally had difficulty finding jobs. In 2011 Veterans were added to the for the service they have bravely displayed and the characteristics they often display that any employer would desire. There are qualifications and paperwork requirements; however, tax credits generally range from \$2,400 to \$9,600. And the best part is, employing a qualified individual. <https://www.irs.gov/pub/irs-drop/n-12-13.pdf>

[Recruiting](#)

LinkedIn Veteran Resources

LinkedIn provides a variety of resources for veterans, including free upgraded membership for those who qualify. <https://linkedinforgood.linkedin.com/programs/veterans>

Veteran/Military-Affiliated Recruiting Resources

There are a variety of resources to assist with recruiting veterans and many companies have their own programs for veteran/military-affiliated recruiting. <https://www.uschamberfoundation.org/hiring-our-heroes/>; <https://www.vets.gov/employment/job-seekers/career-fairs/>; <https://veteranrecruiting.com/>; and <https://studentveterans.org/>

Military Spouse Corporate Career Network

Non-profit organization seeking to increase job placement and career development for military spouses and family members through the elimination of employment obstacles. <https://www.msccn.org/>

CareerOneStop offers resources for transitioning service members, veterans, and military spouses. Connect with local reps to post jobs and learn about upcoming hiring fairs.

<https://www.careeronestop.org/Veterans/JobSearch/ResumesAndApplications/translating-military-terms.aspx>

Department of Defense Skill Bridge Program

The DoD SkillBridge program is an opportunity for Service members to gain civilian work experience through specific industry training, apprenticeships, or internships during the last 180 days of service. SkillBridge connects service members with industry partners. <https://dodskillbridge.usalearning.gov/program-overview.htm>

USO Pathfinder® Transition Program

The USO Pathfinder® Transition Program extends the USO experience to active duty, Reserve, National Guard and military spouses by offering professional development services throughout the duration of the service member or military spouse's career, as well as when they transition out of the military and settle into their new communities. <https://www.uso.org/programs/uso-pathfinder-transition-program>

[Onboarding](#)

5 Best Practices for Successfully Onboarding Veterans

This article on Military.com details five best practices suggests for successfully onboarding Veterans.

<https://www.military.com/hiring-veterans/resources/5-best-practices-for-successfullyonboarding-veterans.html>

USERRA Training

Interested in learning more about the Uniformed Services Employment and Reemployment Rights Act (Review the videos below to learn more about the employment and reemployment rights of Service members.

<https://www.esgr.mil/USERRA/USERRA-Training>

Workplace Accommodations

A reasonable accommodation is assistance or changes to a position or workplace that will enable an employee to do his or her job despite having a disability. Under the ADA, employers are required to provide reasonable accommodations to qualified employees with disabilities, unless doing so would pose an undue hardship.

<https://www.dol.gov/odep/topics/Accommodations.htm>; <https://www.nolo.com/legal-encyclopedia/free-books/employee-rights-book/chapter7-8.html>

Retention

Employer Support for Guard and Reserve (ESGR) Department of Defense

Its goals are to create a culture in which all U.S. employers' value the military service of their employees and to minimize issues between employers and service members. ESGR can answer any questions employers have regarding rights and responsibilities in the employment of National Guard or Reserve service members.

Employers interested in hiring members of the National Guard and reservists can participate in efforts to support veteran hiring at Veterans.gov. Through their online tools and their network of 2,400 American Job Centers, they provide employers labor market counseling, interview and jobseeker selection tips, a vast job-seeker network, and subsidies for hiring veterans. <https://www.esgr.mil/Employers/Benefits-of-Hiring-G-R>

Additional insight about why veterans leave initial postmilitary jobs can be found through the [Veteran Job Retention Survey](#) published by the Institute for Veterans and Military Families and VetAdvisor.

Retention is important for all organizations and affects all employees. However, veterans and other military-affiliated employees have specific needs and desires associated with their service that impact their retention. This guide is intended to help employers navigate the often-unclear terrain of recruiting, hiring and retaining veterans with disabilities. Much of the information and many of the strategies, lessons learned, and best practices contained here also apply to hiring all veterans. It is a employer resource that explains the benefits of hiring veterans and focuses on solutions, including approaches unique to hiring and retaining veterans with disabilities, while weaving in the real-life experiences of different-sized employers and voices of veterans.

<https://www.dav.org/wp-content/uploads/HiringGuide.pdf>

Additional Resources

Bridge My Return

Bridge My Return gives Veterans and Transitioning Service members real-time matches to jobs with military-ready employers, real-world advice from certified coaches, and a professional resume – all at no cost whatsoever.

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

Veterati

America's Mentoring Network for the Military. Service Members, Veterans, and Military Spouses can set up free 1-hr mentorship phone calls with successful professionals. Create a free profile at Veterati to get unlimited access to a range of volunteer mentors. <https://www.veterati.com/>

Peer Advisors for Veteran Education (PAVE)

Peer Advisors for Veteran Education (PAVE) is a peer support program that connects incoming student veterans on college campuses with student veterans, trained as Peer Advisors to navigate college life, address challenges they may face, provide referrals and ongoing support. <https://m-span.org/pave/>

Blue Star Families

Founded by military spouses, they empower military families to thrive by connecting them with their civilian neighbors (people and organizations) to create strong communities of support. <https://bluestarfam.org/>