Veterans Working Group Meeting

Thursday, March 28, 2019
WELCOME AND REVIEW OF AGENDA

David Hiller
Robert R. McCormick Foundation
Meeting Overview

Welcome and Review of Agenda
David Hiller, Robert R. McCormick Foundation

Lightning Round
Veterans Working Group Introductions and 1.1.1

Remarks from Illinois Department of Veterans Affairs
Linda Chapa LaVia, Acting Director

Remarks from the Office of Federal Contract Compliance Programs
Adam Young, Assistant District Director, Chicago District Office

Presentations

Panel Introduction
Dallas Kratzer, Council for Adult and Experiential Learning

Panel: Military Spouse Employment
Moderator – Dallas Kratzer, Council for Adult and Experiential Learning
- Eric Eversole, Hiring Our Heroes
- Kayla Lopez, Viqtory (GIJobs)
- Ross Koenig, V3
- Eric Asmussen, DOL Medallion Award
- Bob Wiedower, Combined Insurance

Wrap Up and Meeting Evaluation
David Hiller, Robert R. McCormick Foundation

Networking and Lunch
Hilary Holbrook, Commercial Club of Chicago
LIGHTNING ROUND
REMARKS FROM IDVA

Linda Chapa LaVia, Acting Director
REMARKS FROM OFCCP

Adam Young, Assistant District Director, Chicago District Office
PANEL:
EMPLOYER RECOGNITION PROGRAMS WITH REGARD TO VETERAN HIRING

*Moderator:* Dallas Kratzer, Council for Adult and Experiential Learning
OVERVIEW & AWARDS PROGRAM
About

Hiring Our Heroes

The U.S. Chamber of Commerce Foundation’s Hiring Our Heroes (HOH) initiative launched in March 2011 as a nationwide effort to connect veterans, transitioning 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.
9th Annual Hiring Our Heroes Awards

- Awards recognize contributions of organizations and individuals who go above in military employment space

- Nominees and awardees are proven leaders, innovators, and sustainers in veteran & military spouse employment efforts

- Eligibility:
  1. Currently employ at least one veteran and/or spouse or caregiver of a service member or veteran
  2. Representative of the nominated business and up to one guest must be able to attend Awards Dinner on November 13, 2019
Categories & 2018 Recipients

Hiring Our Heroes Awards

- Lee Anderson Veteran and Military Spouse Employment Award – Deloitte
- Steve Robinson Post-9/11 Veteran Employment Award – Amazon
- Wounded Veteran and Military Caregiver Employment Award – Dog Tag Inc.
- Military Spouse Employment and Mentoring Award - Microsoft
- Small Business Award for Veteran and Military Spouse Employment – Flags of Valor
- Colonel Michael Endres Leadership Award for Individual Excellence in Veteran Employment – Sean Kelley, Amazon
NOMINATIONS OPEN
IN AUGUST 2019
HiringOurHeroes.org/awards
MILITARY FRIENDLY COMPANIES 2020

DESIGNATION

AWARDS
How many of the following criteria does the Company meet?

2020 Military Friendly Company
- Military Friendly Employer ✓
- Military Spouse Friendly Employer ✓
- Military Friendly Brand ✓
- Military Friendly Supplier Diversity

2020 Award Validation Process
- Company Receives Link after registration
- After Completion information submitted is validated through publicly available Data Collection.
- After Audit Flagged companies are removed
- Methodology, Algorithm, and Scoring Audit from E&Y Begins.
- 3rd Party Auditing Body collects data and processes for Index Selection

WITHIN 70% Score of Prior Year Leader

THREE OR MORE EARNED

DESIGNATION

2020 Award Categories
Top 10 – the best of the best!
Gold – within 10% of 10th-ranked organization.
Silver – within 20% of the 10th-ranked organization.
Bronze – within 30% of the 10th-ranked organization.
Ready to get started.....

Open Now
Submissions Due Before June 12th

www.Militaryfriendly.com/Startsurvey

Questions? Contact Kayla Lopez
National Partnerships Manager
Kayla.Lopez@viqtory.com
(412) 329-7836 DD
Virginia Values Veterans Program

Ross Koenig
Program Manager
www.dvsv3.com
ross.koenig@dvs.virginia.gov
804-482-8537
The V3 Mission

Through broad public and private partnerships the Virginia Values Veterans (V3) program assists Virginia employers in meeting their recruiting, hiring, and retention needs. The V3 program will:

• **Educate** employers on the value of hiring Veterans;
• **Train** organizations on how to effectively recruit, hire and retain Veterans; and
• **Connect** engaged companies with qualified Veterans
The V3 Value Proposition

• **Improved recruiting**: access to a robust pipeline of diverse, highly trained transitioning service members and Veterans.

• **Reduced training costs**: free, high quality training on nationally recognized best practices in Veteran recruiting, hiring and retention.

• **Increased profit margins and productivity**: by adding Veteran talent to the workforce and lowering turnover rates as a result of applying Veteran retention best practices.

To learn more about V3, visit [www.dvsv3.com](http://www.dvsv3.com) or call 804-828-8483
# The V3 Awards

<table>
<thead>
<tr>
<th>AWARD NAME</th>
<th>AWARD CATEGORY/AWARD DESCRIPTION</th>
</tr>
</thead>
</table>
| V3 Governor’s Award      | The V3 Governor’s Award will be presented to V3 Certified Companies whose Veteran hiring efforts have gone above and beyond, as demonstrated by the total number of annual hires in calendar year 2017.  
  • Enterprise Company  
  • Large Company  
  • Medium Company  
  • Small Company                                                                                       |
| V3 Trailblazer Award     | The V3 Trailblazer Award will be presented to a V3 Certified Company that has demonstrated innovation with their overall support for Veterans and serves as a pioneer for Veteran Employment.                                                   |
| V3 Triumph Award         | The V3 Triumph Award will be presented to a V3 Certified Company that has exhibited the “Most Transformative Hiring Process” for Veterans.                                                                                           |
| V3 Readiness Award       | The V3 Readiness Award will be presented to a V3 Certified Company that has demonstrated the “Best Workforce Readiness Initiative” for Veterans.                                                                                   |
| V3 Advancement Award     | The V3 Advancement Award will be presented to a V3 Certified Company that has exhibited the “Best in Career Development” for Veterans.                                                                                        |
V3 – Producing Results for Virginia

- 45,054 veterans hired since June 2012;
- 776 V3-certified companies;
- 732 V3-enrolled companies;
- V3 companies include both private and public sector;
- Working with the Army’s Partnership for Youth Success (PaYS) program;
- Governor Northam has set the bar high: reach new total of 65,000 V3 hires by Jan 2022!
Department of Labor
Hire Vets Medallion Program (HVMP)

Eric Asmussen
Regional Veterans’ Employment Coordinator
Office of Strategic Outreach
Veterans’ Employment and Training Service (VETS)
Tel: 312-353-6489 | Cell: 202-853-1895
e-mail: Asmussen.Eric.K@dol.gov
US DOL Veterans’ Employment and Training Service (VETS)

• **VETS Mission:**
  • **Prepare** Veterans, TSMs and **their spouses** for meaningful careers;
  • **Provide** them with employment resources and expertise;
  • **Protect** their employment rights; and
  • **Promote** their employment opportunities

*Connect companies with federal, state and local resources to facilitate veterans’ employment*

*Make it easier for employers to find and hire veterans*
HIRE Vets Medallion Program
Shining a light on employers who hire our Nation’s heroes.

Register to Apply

Honoring the Employers who Hire our Nation's Heroes

The Department of Labor is establishing this 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.

About the Program
HIRE Vets recognizes employers who recruit and retain our heroes.
LEARN MORE

Get Involved
Learn how to get involved with veteran hiring.
LEARN MORE

DOLVETS Newsletter Signup
Sign up for news and updates on the HIRE Vets Medallion Program.
NEWSLETTER SIGNUP
# 2019 HIRE Vets Medallion Award Criteria

<table>
<thead>
<tr>
<th>REQUIREMENTS</th>
<th>LARGE EMPLOYER AWARDS ($500+ Employees)</th>
<th>MEDIUM EMPLOYER AWARDS (51-499 Employees)</th>
<th>SMALL EMPLOYER AWARDS (1-50 Employees)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Platinum</td>
<td>Gold</td>
<td>Platinum</td>
</tr>
<tr>
<td>Hiring (Vets hired during CY 2019)</td>
<td>Not less than 10% of employees hired AND</td>
<td>Not less than 7% of employees hired AND</td>
<td>Not less than 10% of employees hired OR</td>
</tr>
<tr>
<td>Retention (Vets hired during CY 2017)</td>
<td>Not less than 85% of Vets hired retained for 12 months AND</td>
<td>Not less than 75% of Vets hired retained for 12 months AND</td>
<td>Not less than 85% of Vets hired retained for 12 months OR</td>
</tr>
<tr>
<td>Veteran Employee Percentage (Vets employed on 31 Dec. of CY 2018)</td>
<td>N/A</td>
<td>N/A</td>
<td>At least 10% of employees are Vets</td>
</tr>
<tr>
<td>Veteran Organization or Resource Group</td>
<td>Must be established and exist on 31 Dec. of CY 2018</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
</tr>
<tr>
<td>Leadership Program</td>
<td>Must be established and exist on 31 Dec. of CY 2018</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
<td>Must be established and exist on 31 Dec. of prior year</td>
</tr>
<tr>
<td>Dedicated HR Professional (large) or HR Veterans' Initiative (medium/small)</td>
<td>Must be targeted to veteran employees</td>
<td>N/A</td>
<td>Satisfy 1 of 3</td>
</tr>
<tr>
<td>Pay Differential Program</td>
<td>Must be provided</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Tuition Assistance Program</td>
<td>Must be available</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Labor Law Violations</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
<td>Must not have any of the violations identified in 20 CFR § 1011.120</td>
</tr>
<tr>
<td>Application Fee</td>
<td>$495.00</td>
<td>$495.00</td>
<td>$190.00</td>
</tr>
</tbody>
</table>

1 The above is a brief overview of the criteria needed to qualify to receive a HIRE Vets Medallion Award. For a detailed explanation, please visit [HIREVets.gov](https://HIREVets.gov) and view the Final Rule for the program.
HVMP 2019 Program Schedule

Jan 1\textsuperscript{st}: Account registration opens
Jan 31\textsuperscript{st}: Application period opens
\textbf{Apr 30\textsuperscript{th}}: Application period closes
Feb - Aug: Applications reviewed
Mar - Aug: Return of applications and feedback to those employers with applications needing clarification
Sep: Final review of applications for Secretary of Labor approval
Oct: Notification of expected award/denial to participants
Nov: Official award and Secretary recognition of recipients
Value Proposition / ROI

Veterans:
- Identifies a proven “Veteran ready” employer
- Facilitates a more focused employment search

Employers:
- Only Veteran hiring award at the federal level
- Distinguishes local effort on a national basis
- Assists in recruitment and advertising effort
- Certificate/Award from the Secretary of Labor
- Rights to a “digital” Medallion with year of award to use
  - Could mean recognition over competitors
- Published list of award recipients
  - +600K Veterans served by DOL / 165K TSMs (2017)
Combined Insurance
Bob Wiedower, VP Sales Development and Military Programs
Why does Combined Hire Veterans?

Veterans Make Great Employees
- Integrity
- Energy
- Leadership
- Mission-oriented

Veterans’ Spouses Make Great Employees
- Tireless
- Multi-talented
- Strong
- Adaptable

You will be a better company for it
- Endless hiring opportunities
- It’s the right thing to do

Our Results
- We are committed to hiring Veterans—2,000 more in 2019
- Flexible Sales Positions – what Spouses want/need
- We guarantee any spouse or veteran an interview

You will be a better company for it
How do you showcase your veteran program via surveys?

Resources and Time is Critical
- Surveys take time – do not rush the responses
- Plan in advance for the time needed to do it right
- Bring in resources if needed

Ownership
- Ensure someone is accountable for data gathering, completion of sections, and cohesiveness

Buy-in from other business units
- Use your business case to get the information you need
- Facts, figures, financials, recruiting numbers, etc.

Collaboration
- Partner with internal stakeholders to help add value to your results and help “tell the story”
Key Lessons Learned

- Must have buy-in from Senior Leadership
- Use the surveys as a guide to building a strong veteran program
- Reporting is key, and a challenge for most companies
- Can’t start with mission of achieving awards

Follow these guidelines and you’ll be set up for success when you submit your next survey!
DISCUSSION:
EMPLOYER RECOGNITION PROGRAMS WITH REGARD TO VETERAN HIRING

Moderator: Dallas Kratzer, Council for Adult and Experiential Learning
WRAP UP AND MEETING EVALUATION

David Hiller
Robert R. McCormick Foundation