



Veterans The Untapped Workforce



**Presented by
Jobs for Veterans State Grant (JVSG)**





- Jobs for Veterans State Grant
- American Job Centers
- Employer Incentives to Hire Veterans

= more information in slide notes





Jobs for Veterans State Grant

A Department of Labor program to provide individualized career and training-related services to veterans and eligible persons with significant barriers to employment and to **assist employers fill their workforce needs with job-seeking veterans**

Local Veteran Employment Representatives

- Advocate to employers to increase veteran training and employment opportunities

Disabled Veteran Outreach Program Specialists

- Provide intensive services to veterans in need in order to help them become employment-ready



American Job Centers

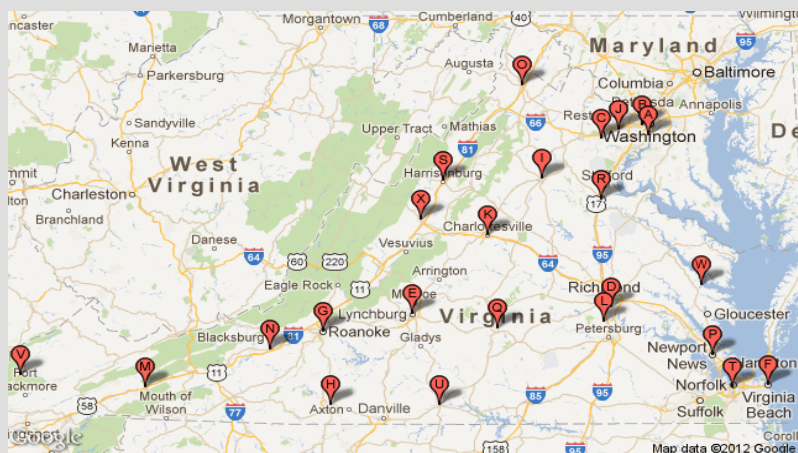
**Provide a full range of assistance
to job seekers under one roof**

Workforce services offered include:

- Training referrals
- Career counseling
- [Job listings via the state job bank](#)
- Access to computers, printers, fax, etc
- [Host job fairs / hiring events](#)
- Numerous partner agencies providing services



WWW.SERVICELOCATOR.ORG ★



Cherokee – SkillSource Center

5520 Cherokee Ave.
Alexandria, VA, 22312-2319
(703) 813-1300

Winchester Comprehensive Center

419 N Cameron St
Winchester, VA 22602
540-722-3415

Fredericksburg Workforce Center

10304 Spotsylvania Avenue, Suite 100
Fredericksburg, VA 22408
540-322-5757

Arlington Employment Center.

2100 Washington Boulevard, 1st Floor

Arlington, Virginia 22204
703-228-1400

Prince William SkillSource Center

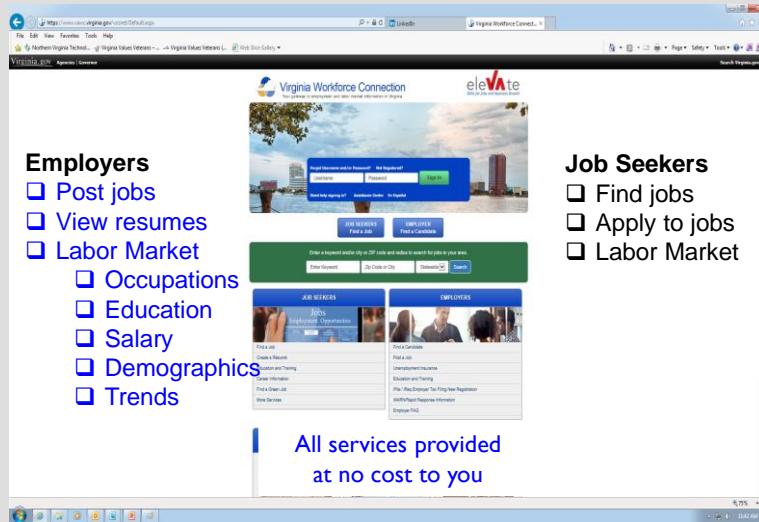
13370 Minnieville Road
Woodbridge, VA, 22192
(703) 897-0407

Fairfax SkillSource Center — Annandale (Heritage Center)

7611 Little River Turnpike (West Wing), Suite 300W
Annandale, VA 22003
(703) 533-5400

The City of Alexandria Workforce Development Center

1900 N. Beauregard St., Suite 300
Alexandria, VA 22311
703-746-5990



The screenshot shows the Virginia Workforce Connection website. At the top, there is a search bar with 'Find Jobs' and 'Post Resumes' buttons. Below the search bar, there are two main sections: 'EMPLOYERS' and 'JOB SEEKERS'. The 'EMPLOYERS' section includes a 'Post Jobs' button and a 'View Resumes' button. The 'JOB SEEKERS' section includes a 'Find Jobs' button and an 'Apply to Jobs' button. Below these sections, there is a 'Labor Market' section with a 'View Labor Market' button. The website also features a 'Jobs' section with a 'View Jobs' button and an 'Employers' section with a 'View Employers' button. The website is branded with 'elevate' and 'Virginia Workforce Connection' logos.

Employers

- Post jobs
- View resumes
- Labor Market
 - Occupations
 - Education
 - Salary
 - Demographics
 - Trends

Job Seekers

- Find jobs
- Apply to jobs
- Labor Market

All services provided
at no cost to you

Labor Market Information (LMI)



[Paving, Surfacing, and Tamping Equipment...](#)

[Virginia](#)

[Compare](#)

[Compare](#)

[Summary](#) | [Description](#) | [Jobs](#) | [Candidates](#) | [Supply and Demand](#) | [Employers](#) | [Skills](#) | [Education and Work Experience](#) | [Employment and Wages](#) | [Nature of the Work](#) | [Job Requirements](#) | [Other](#)

For help click the question mark icon.

Paving, Surfacing, and Tamping Equipment Operators - Operate equipment used for applying concrete, asphalt, or other materials to road beds, parking lots, or airport runways and taxiways, or equipment used for tamping gravel, dirt, or other materials. Includes concrete and asphalt paving machine operators, form... [More](#)

Source: This information is based on O*NET™ data. O*NET is a trademark registered to the U.S. Department of Labor, Employment and Training Administration.

NEUTRAL	LOW DEMAND	MEDIUM SUPPLY	SUPPLY DEMAND	HS	EXPERIENCE 1+ YEARS	\$26,420 - \$36,805
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Supply and Demand

There are 3.14 candidates available per job opening.

Jobs Available (28)



Candidates (88)



= 10 jobs

= 10 candidates



Veterans as Outstanding Employees

- **Reliability**
 - An employee who shows up on time, ready to work
- **Training**
 - Tens of thousands of dollars of military training
 - The aptitude to be receptive to new training
- **Teamwork**
 - The ability to work with people from all walks of life



Virginia Values Veterans ★

<https://www.dvsv3.com/>

A free training and certification program to assist employers to recruit, hire, and retrain highly-skilled and dependable veterans

V3-trained & -certified companies may qualify for up to \$10,000 in grants, with \$1,000 being awarded per eligible veteran

Veterans must be:

- Employed within **5 years** of discharge from active duty
- Hired in a **full-time** capacity
- Hired and retained for at least **one year**

Join the V3 Program – It's Free!

Get Enrolled

Are you an employer that wants to hire Veterans?

Do you want to improve organizational performance by capitalizing on proven talent?

Do you want to be better connected to America's Veteran labor force and learn cutting-edge talent acquisition best-practices?

Does your company want to be recognized by Veterans and the Commonwealth of Virginia as a company that Values Veterans?

The V3 Program has helped hundreds of employers throughout the Commonwealth better understand the Veteran talent pool, and effectively trained them on current best practices for recruiting, hiring, training and retaining Veterans. Thousands of career-seeking Veterans have looked to V3 companies as they search for organizations that value their knowledge, skills, and abilities.

If you would like to join this elite group of employers who have made public commitments to the Commonwealth to recruit, hire, and retain qualified Veterans, enroll and participate for free!

Get Trained

Enrolled companies will have one year to complete all mandatory listed below. Training can be completed in as little as one month.

V3 Core Curriculum – (~2.0 hours)

Company representatives can register for training online for free by visiting DVS3.com/events

Get Certified

Upon completion of all training requirements, companies will submit an [Executive Cover Letter](#) with a Veteran Hiring Goal.

Veteran connectivity events to Public Service Announcement campaigns to public recognition from the Governor's office. Additionally, the V3 Program will administer a newly enacted Veterans Employment Grant, in which qualifying companies may receive up to \$10,000 for hiring and retaining Veterans. To learn more about the V3 Employment Grant, [click here](#).

The V3 Program educates, trains, connects, *and* certifies its companies at no cost to the employer. Yes, it's free! Why not take advantage of our subject matter experts' knowledge on how to build a better workforce with Virginia's Veterans?



Work Opportunity Tax Credit ★

<https://www.doleta.gov/business/incentives/opntax/wotcEmployers.cfm>

A federal tax credit available to employers who hire individuals from eligible target groups with significant barriers to employment

- Veterans, TANF / SNAP recipients / ex-felons / etc

Can reduce an employer's federal income tax liability by as much as **\$9,600 per veteran hired**, with no limit to the number of individuals an employer can hire

- IRS **Form 8850** the day the job offer is made
- ETA **Form 9061** or **9062** within 28 calendar days of start

How does WOTC Work?

The tax credit employers can claim depends upon the target group of the individual hired, the wages paid to that individual in the first year of employment, and the number of hours that individual worked. There is also a maximum tax credit that can be earned.

For the long-term Temporary Assistance for Needy Families (TANF) target group only, the credit is available to employers who hire members of this group for up to a two-year period.

In the first year, the employer may claim a tax credit equal to 40% of the first-year wages, up to the maximum tax credit, if the individual works at least 400 hours.

In the second year, the employer may claim a tax credit equal to 50% of the second-year wages, up to the maximum tax credit, if the individual works at least 400 hours.

For all other target groups, the credit is available to employers who hire members of these groups, based on the individual's hours worked and wages earned in the first year.

If the individual works at least 120 hours, the employer may claim a tax credit equal to 25% of the individual's first year wages, up to the maximum tax credit.

If the individual works at least 400 hours, the employer may claim a tax credit

equal to 40% of the individual's first year wages, up to the maximum tax credit.

How do I Apply?

Complete page 1 of [IRS Form 8850](#) by the day the job offer is made.

Complete page 2 of [IRS Form 8850](#) after the individual is hired.

Complete [ETA Form 9061](#) or [ETA Form 9062](#) if the employee has been conditionally certified as belonging to a WOTC target group by a [state workforce agency](#), Vocational Rehabilitation agency, or another participating agency.

Submit the completed and signed IRS and ETA forms to your state workforce agency. **Forms must be submitted within 28 calendar days of the employee's start date.**



Any Questions ?