



## Department of Labor



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## Discussion Topics

- Agency Overview
- Partnering
- Employer Resources
- Media Influence
- Future Projects
- Questions

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## Agency Overview



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## Who We Are

Mission and Services

**DoL's Mission**

To foster, promote, and develop the welfare of the wage earners, job seekers, and retirees of the United States; improve working conditions; advance opportunities for profitable employment; and assure work-related benefits and rights.

**VETS Mission**

Serve veterans and service members by providing resources and expertise to assist and prepare them to obtain meaningful careers, maximize their employment opportunities, and protect their employment rights.

**VETS Functions**

- Prepare
- Provide
- Protect

VETS services are closely integrated with other Department of Labor employment programs

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## What We Do

Prepare – Provide – Protect (P3)

- We **Prepare** our service members for transition to the civilian workplace through our employment workshops formally know as the Transition Assistance Program (TAP)
- We **Provide** our veterans employment placement assistance through our network of American Job Centers and various programs
- We **Protect** our service members' employment rights and ensure preference is given to veterans with respect to Federal hiring

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## What We Do

Prepare – Provide – Protect (P3)

**Department of Labor Employment Workshop**

- Workshops are mandatory for all Transitioning Service Members
- Professional contract instructor delivery
- Three day course for separating/retiring service members
  - Focusing on the mechanics of getting a job
  - Exploring career interests and related skills
  - Building a solid resume
  - Practicing interviewing techniques
- Spouses are encouraged to attend

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## What We Do

Prepare – Provide – Protect (P3)





### Jobs for Veterans State Grant (JVSG)

Alaska Department of Labor and Workforce Development

- Veterans, Eligible Spouses, and Transitioning Service Members receive head-of-the-line privileges
- Employment assistance through 21 American Job Centers located throughout the state
  - Job Center Staff members - provide eligible persons with core job seeking services
  - Disabled Veterans' Outreach Program Specialist (DVOP) - provide eligible persons with significant barriers to employment with intensive services

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## What We Do

Prepare – Provide – Protect (P3)





- **Enforcement of Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)**
  - Prohibits Federal contractors from discriminating against protected veterans and requires equal employment opportunity and affirmative action for protected veterans
  - Takes complaints involving hostile work environments for veterans
  - Where necessary, assures contractors' requirement to develop linkages and list job openings with the Employment Service.
- **Uniformed Services Employment and Reemployment Rights Act (USERRA)**
  - VETS enforces veterans re-employment rights to return to civilian employment once tour of duty concludes

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## Alaska Department of Labor and Workforce Development








- Job Centers
- JVSG Funding
- Veteran Representatives
- Business Connection
- Alaska Labor Exchange

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**Fidelity Bonding Program**

**The Federal Bonding Program**  
 A U.S. Department of Labor Initiative  
 Since 1966  
 A Unique Job Placement Tool  
 For Our At-Risk Job Seekers

**What is the Federal Bonding Program?**  
 In 1966 the U.S. Department of Labor established The Federal Bonding Program to provide Fidelity Bonds that guarantee honesty for "at-risk" candidates for job seekers. The bonds cover the first six months of employment. There is no cost to the job applicant or the employer. It most often means the bonds are made available through the state agency responsible for workforce matters.

**The Federal Bonding Program is a partnership between the U.S. Department of Labor and The McGraw-Hill Company, an insurance brokerage firm, its agent for Tennessee Casualty and Surety Company of America.**  
[www.fidelitybonding.com](http://www.fidelitybonding.com)

**THE MCGRAW-HILL COMPANY** • 4015 Corporate Blvd. • Suite 200 • Nashville, TN 37203  
 PHONE: 615-213-2228 or 615-213-1558

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**Employer Support of the Guard**

**EMPLOYERS - YOUR RESPONSIBILITIES ARE INVARIABLE**

<http://www.esgr.mil/>

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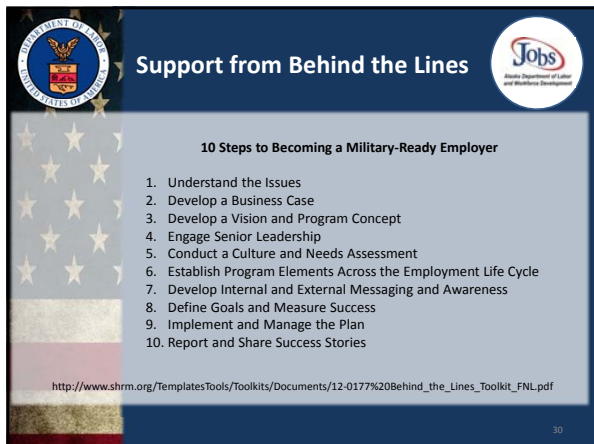
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**Support from Behind the Lines**

**10 Steps to Becoming a Military-Ready Employer**

1. Understand the Issues
2. Develop a Business Case
3. Develop a Vision and Program Concept
4. Engage Senior Leadership
5. Conduct a Culture and Needs Assessment
6. Establish Program Elements Across the Employment Life Cycle
7. Develop Internal and External Messaging and Awareness
8. Define Goals and Measure Success
9. Implement and Manage the Plan
10. Report and Share Success Stories

[http://www.shrm.org/TemplatesTools/Toolkits/Documents/12-0177%20Behind\\_the\\_Lines\\_Toolkit\\_FNL.pdf](http://www.shrm.org/TemplatesTools/Toolkits/Documents/12-0177%20Behind_the_Lines_Toolkit_FNL.pdf)

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**Supporting the Employment of Veterans & Military Families**

**GUIDE TO LEADING POLICIES, PRACTICES & RESOURCES: SUPPORTING THE EMPLOYMENT OF VETERANS & MILITARY FAMILIES**

Prepared by: Institute for Veterans and Military Families, Syracuse University

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**Supporting the Employment of Veterans & Military Families**

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**Business Case for Hiring a Veteran**

**The Value of a Veteran in a Competitive Business Environment**

1. Veterans are entrepreneurial
2. Veterans assume high levels of trust
3. Veterans are adept at skills transfer across context/task
4. Veterans have/leverage advanced technical training
5. Veterans are comfortable/adept in discontinuous environments
6. Veterans exhibit high-levels of resiliency
7. Veterans exhibit advanced team-building skills
8. Veterans exhibit strong organizational commitment
9. Veterans have/leverage cross-cultural experiences
10. Veterans have experience/skill in diverse work-settings

<http://vets.syr.edu/pdfs/The%20Business%20Case%20for%20Hiring%20a%20Veteran%203-6-12.pdf>

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## Media Influence



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## Media Influence

**39% Hiring Managers "less favorable" toward hiring military personnel due to "war-related" issues or perceptions** – Apollo Research Institute 2012



**PTSD/TBI/Suicide a leading headline grabber**

**SUICIDE RATES**

**30** VETERANS FOR EVERY **100,000** OF THE POPULATION

**14** CIVILIANS

Source: Research, August 2012

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## Media Influence cont.

MEDIA: "ALL VETERANS ARE BROKEN"

- **MYTH:** All veterans suffer from some sort of disorder or PTSD
- **BASIC FACTS:**
  - Going through trauma is not rare. About 60% of ALL men and 50% of ALL women experience at least one traumatic event
  - About 5.2 million adults have PTSD during a given year – more non-veterans than veterans have PTSD
  - Experts think PTSD occurs with: 11-20% OEF/OIF, 10% Gulf War, 30% Vietnam veterans

Source: <http://www.ptsd.va.gov/public/PTSD-overview/basics/how-common-is-ptsd.asp>

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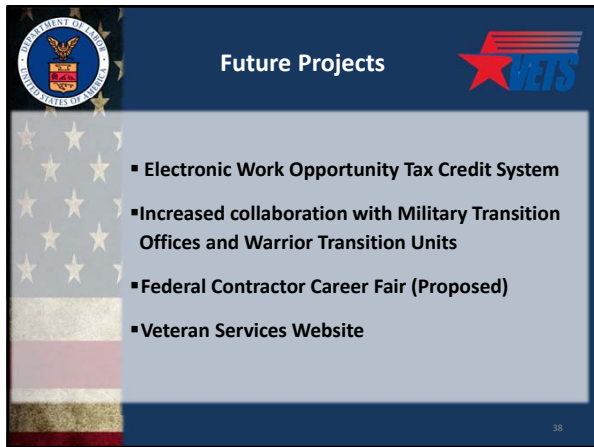
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