

Department of Veterans Services

Veteran Hiring Overview

- Chris Picha
- Managing Workforce Consultant , Veteran Workforce Development
- Ohio Department of Veterans Services
- workforce@dvs.ohio.gov

Ohio Department of Veterans Services

VETERANS WORKFORCE TEAM

Section One: Introduction

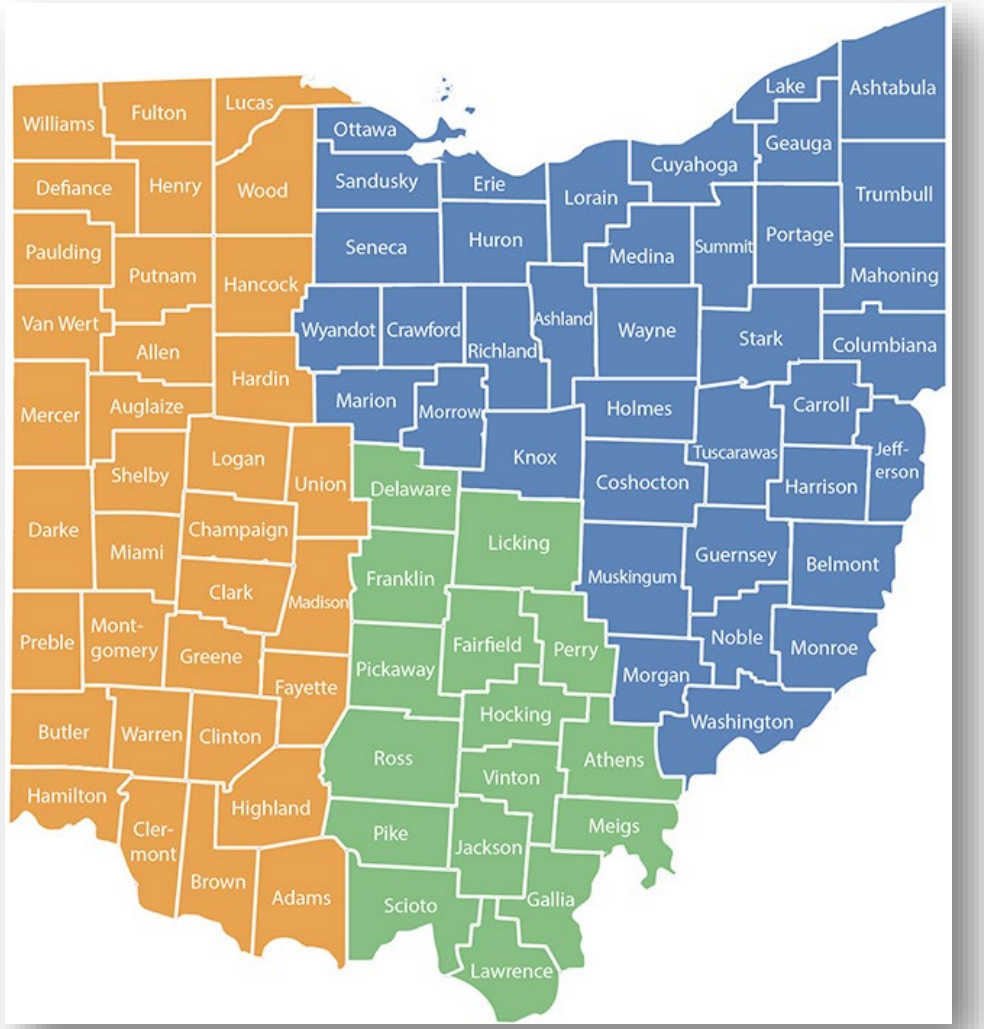
Ohio Department of Veterans Services

VETERANS WORKFORCE TEAM

About Me

- Born and raised in a military family
- Army Veteran – Medical Logistics Officer
  - Ohio Troops to Teachers Manager
- M. Ed. OSU – 2003
  - Special Education
- M.P.A. Troy State Univ. – 1987
- O.D.V.S - 2010

ODVS Workforce Consultants



East

- **Tyler Emley**
- **Tyler.Emley@dvs.ohio.gov**
- **614-296-8548**

Central

- **Chris Picha**
- **Chris.picha@dvs.ohio.gov**
- **614-975-6270**

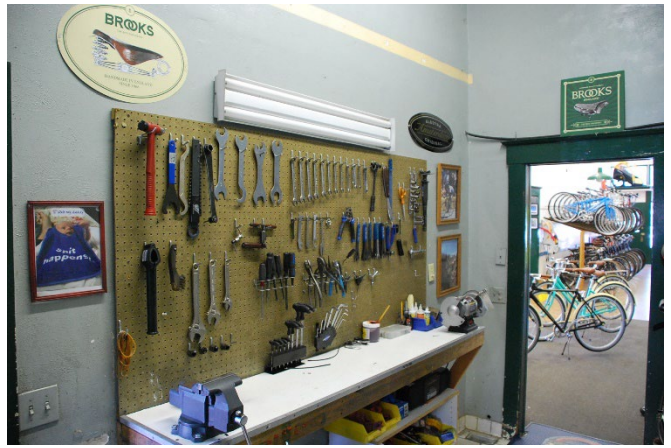
West

- **Kennedy Dennard**
- **Kennedy.Dennard@dvs.ohio.gov**
- **614-296-7882**

Department of Veterans Services

What We Provide

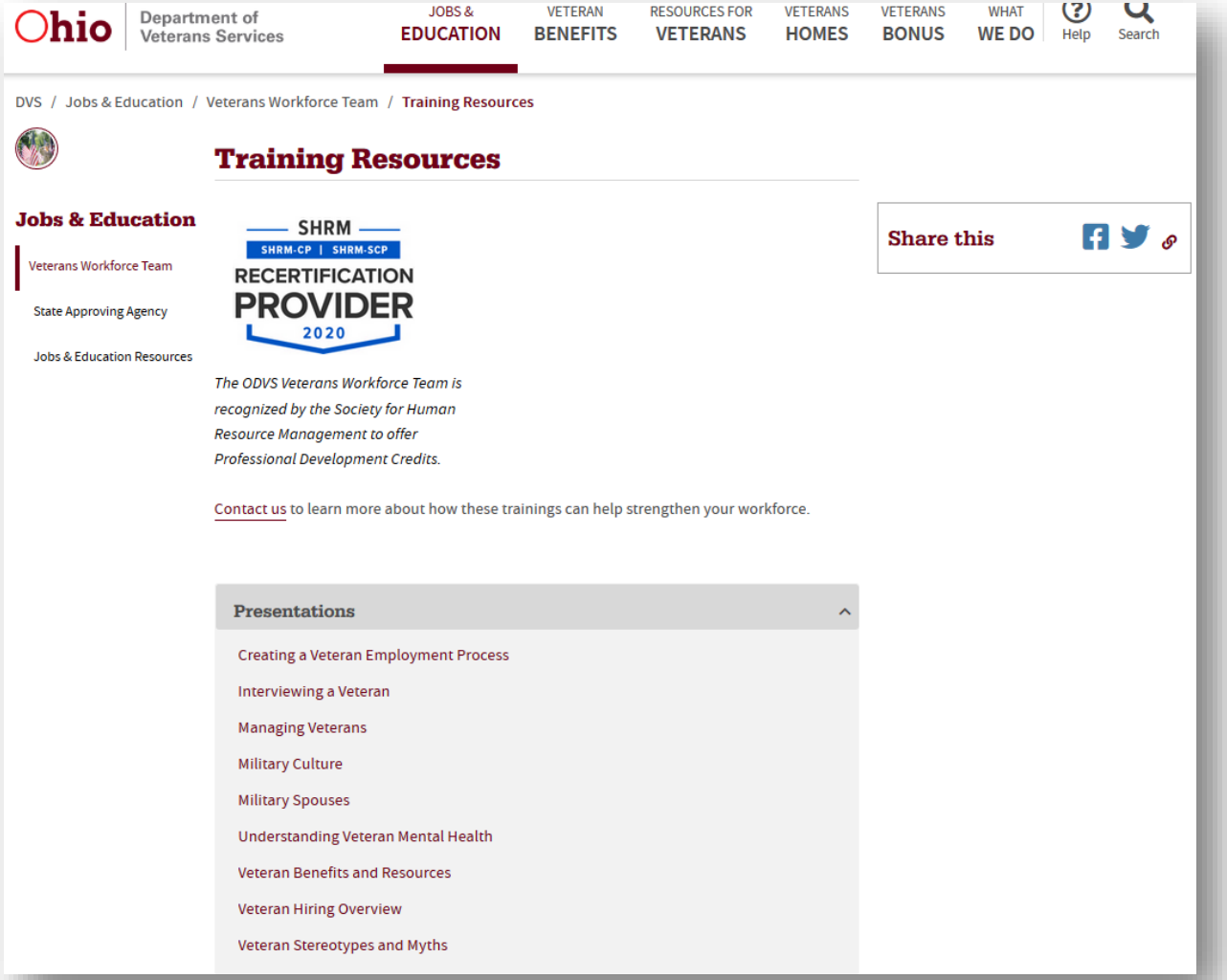
- One-on-one or group training for employer human resources staff and senior management
- Support to veteran employee resource groups
- Connections to veteran applicants via OhioMeansJobs, National Guard Employment Enhancement Program, etc.
- Information for apprenticeship/OJT approval



Training Presentations

- Veteran Hiring Overview
- Military Culture
- Veteran Benefits and Resources
- Stereotypes and Myths
- Interviewing Veterans
- Mental Health
- Veteran Employee Resource Groups
- Managing Veterans
- Military Spouses

ODVS Workforce Website



VETERANS WORKFORCE TEAM

Ohio Department of Veterans Services

Section Two:
Veteran Demographics

Department of Veterans Services



Ohio Veterans: By the Numbers…

Ohio

- ~700,000 Veterans
- In the Top 10 States for Veteran Population

National Veteran Unemployment Rate
3.0%
Jan 2024

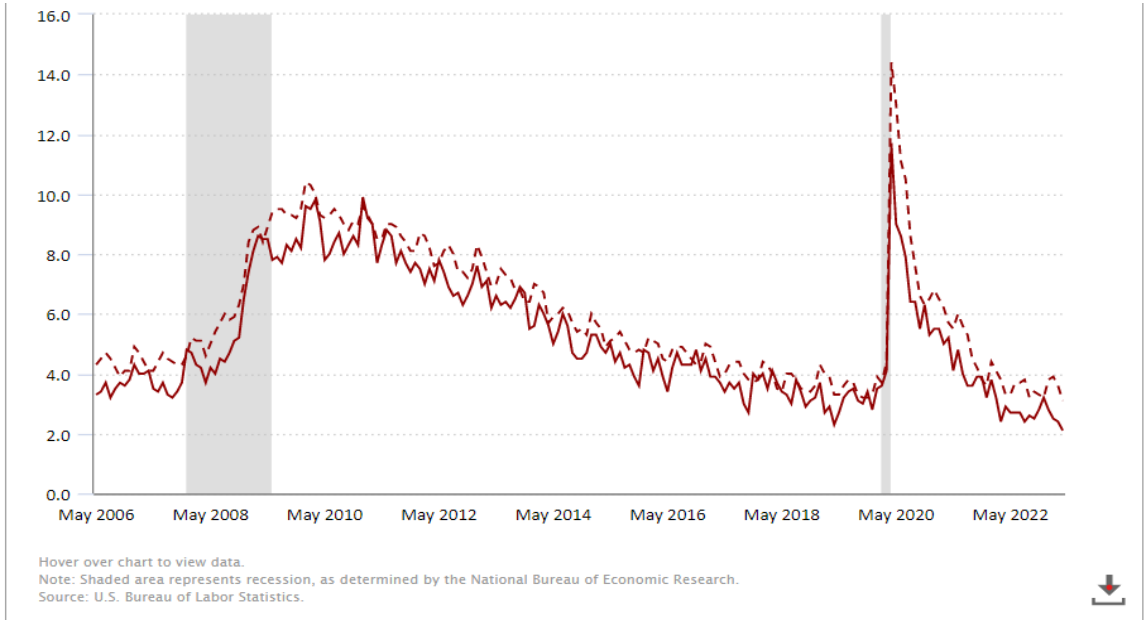
National Veteran Underemployment Rate
31.8%

Top 5 Counties

- Cuyahoga
- Franklin
- Hamilton
- Montgomery
- Summit



Historic National Veteran Unemployment Rate



Veterans

Non-Veterans

Department of Veterans Services

Where are the Veteran Job-Seekers?







Ohio Means Jobs

Mahoning County

1,260

County Veteran Resumes

26

Uploaded or updated in last 30 days

Top 3 Skills Listed

Customer Support/Service

Sales

Forklift

Top 3 Education Levels

High School Diploma (569)

Some College (220)

Bachelor's Degree (158)

Department of Veterans Services

Higher Education

- Every public university in Ohio has a veteran POC
- Transfer credits and certifications awarded for military service

23,000	4,400	1,000
Students currently using the G.I. Bill	**Students using ONG Scholarship**	**Service members using military TA**



Ohio National Guard

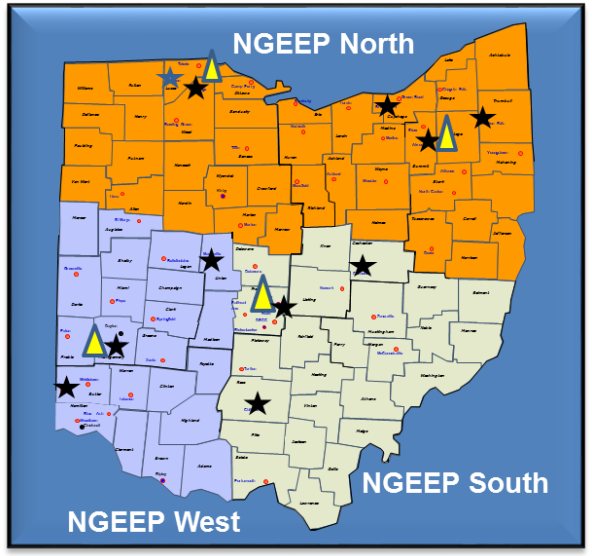
- National Guard Employment Enhancement Program
  - Jobs with stability, long term opportunity, consistent employment, and high wages

16,000+
Members of Army/Air Guard

3,700+
Clients assisted (‘17)

2,700+
Employers outreached (‘17)

700+
Placements/hires (‘17)



Brad Moeller, Program Manager

Bradley.moeller@sygnetics.com

P: 937-638-9378

Department of Veterans Services

The State Approving Agency

Traditional College



On the Job Training



Veteran Educational Benefits can be used for a Traditional College Degree or approved On-the-Job Training Programs

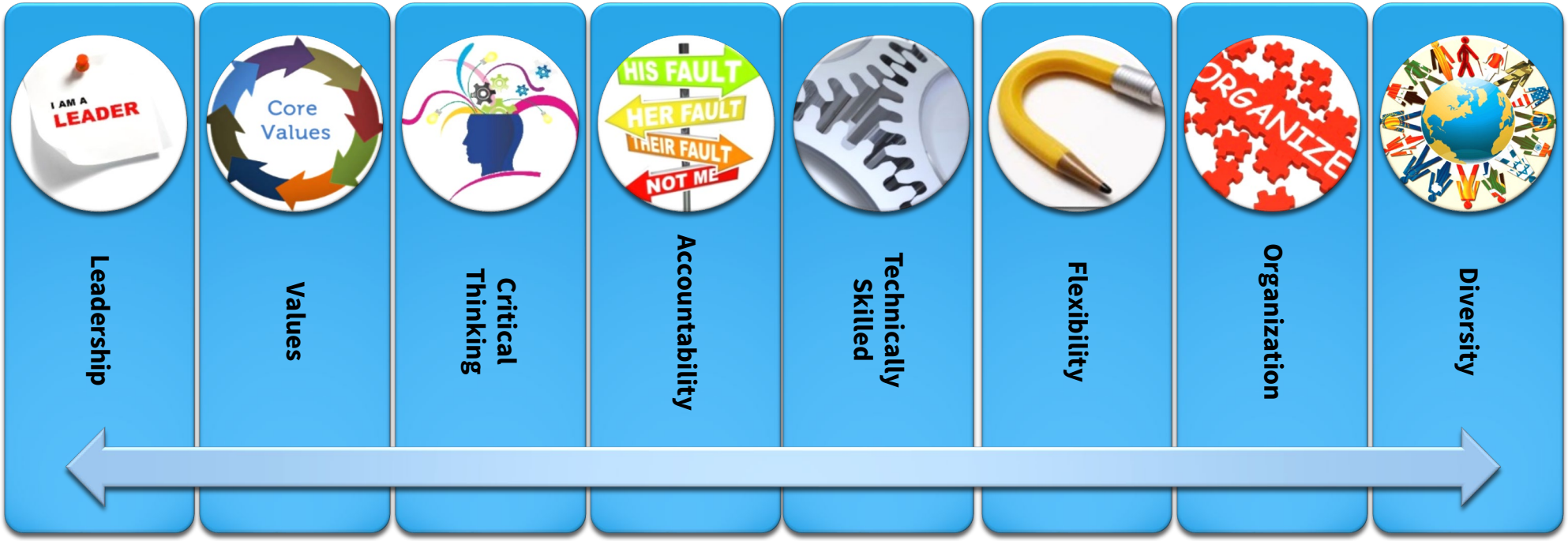
Department of Veterans Services

Section Three:
The Veteran Hiring Process

Ohio Department of Veterans Services



Why Hire a Veteran?



The Veteran Hiring Process

- Veteran hiring initiatives
- Recruiting strategy
- Job posting
- Interview, assessment and decision process
- Onboarding
- Veteran Employee Resource Group



Understanding Veteran Hiring Initiatives

- Hire the best qualified talent to support the business strategy
- Garner VA Special Employer Incentives and tax credits
- Meet compliance requirements

Employers: Want to thank a veteran? Hire one.

Claim a tax credit for hiring a veteran who has a service-connected disability, is unemployed, or is a member of a family receiving SNAP (food stamp) benefits.

- Reduce your federal income tax liability by as much as $9,600 per veteran hired.
- There is no limit on the number of individuals an employer can hire to qualify to claim the tax credit.
- Certain tax-exempt organizations can take advantage of WOTC by receiving a credit against the employer's share of Social Security taxes.

VETERAN TARGET GROUP	MAX. TAX CREDIT
Receives SNAP (food stamps) benefits	$2,400
Entitled to compensation for service-connected disability:	
Hired within 1 year of discharge or release from active duty	$4,800
Unemployed at least 6 months in the year ending on the hiring date	$9,600
Unemployed:	
At least 4 weeks	$2,400
At least 6 months	$5,600

Department of Veterans Services

Understanding Veteran Hiring Initiatives

- For more information and direct assistance with the Work Opportunity Tax Credit (WOTC) program Contact:
- The ODJFS Office of Workforce Development at:
- wotc_contact@jfs.ohio.gov
- 1-855-459-3773



Department of Veterans Services

Develop Veteran Recruiting Strategy

- Identify Veteran recruiting best practices
- One size does not fit all
- Utilization of mainstream recruiting tools
- Think out of the box
  - OJT/Apprenticeship, use current veteran employees, network at local veteran events

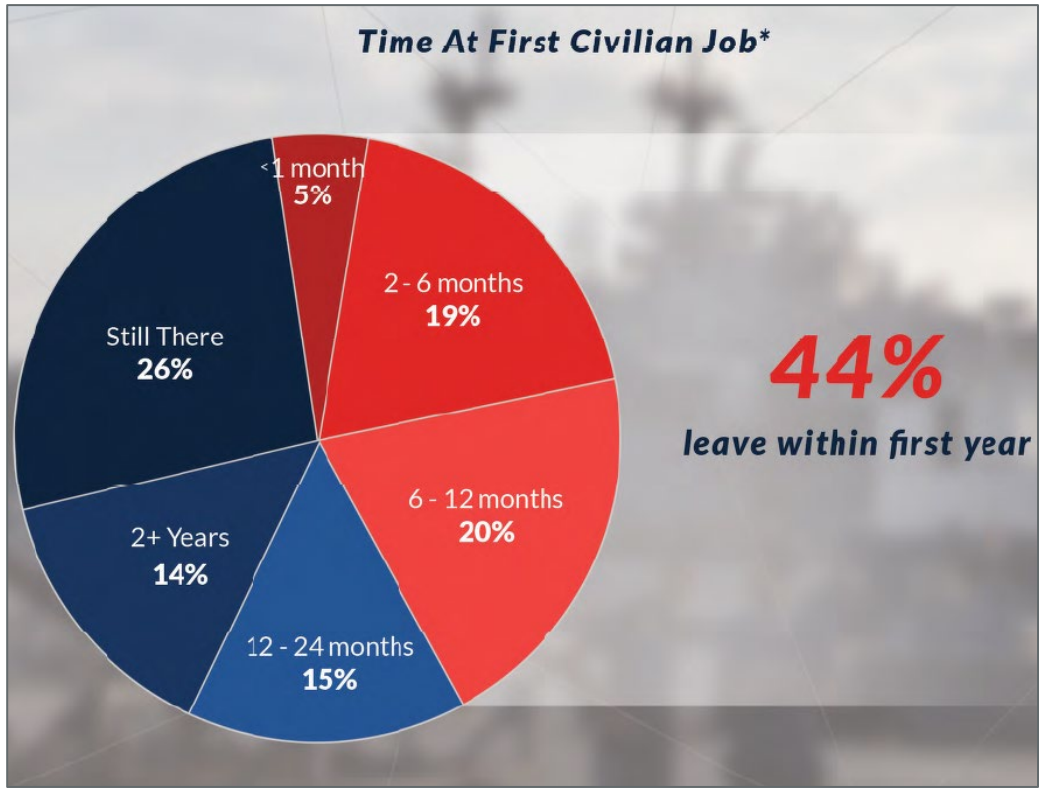


Onboarding for New Veteran Employees

- Senior leadership and hiring manager involvement
- Implement a Mentoring Program (sponsor)
- Consider rotation of newly hired veteran employees
- Involve military spouses
- Establish a Veteran Employee Resource Group



Retention



Reasons for Leaving within First Year

I accepted a job offer to make ends meet following my transition from the military, but wanted something else	31%
I found a better job	30%
Job was not what I thought	19%
Difficulty relating to civilian colleagues	16%
Difficulty relating to company	14%
Position was terminated/laid off	12%

Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

Retention



Source: Hiring Our Heroes, U.S. Chamber of Commerce, Nov 2016

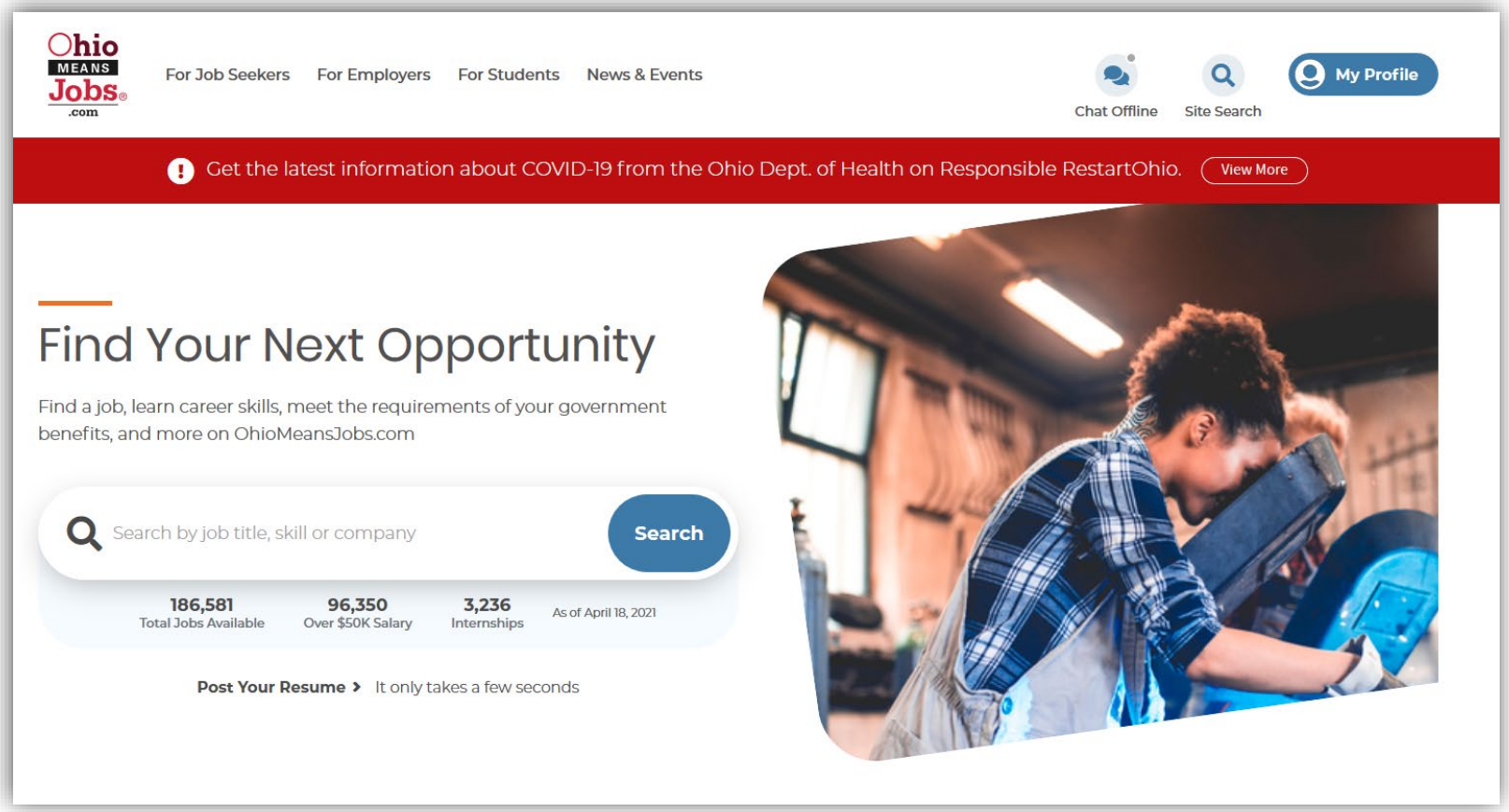
Section Four:
Ohio Means Jobs

Ohio Department of Veterans Services



The New Ohio Means Jobs

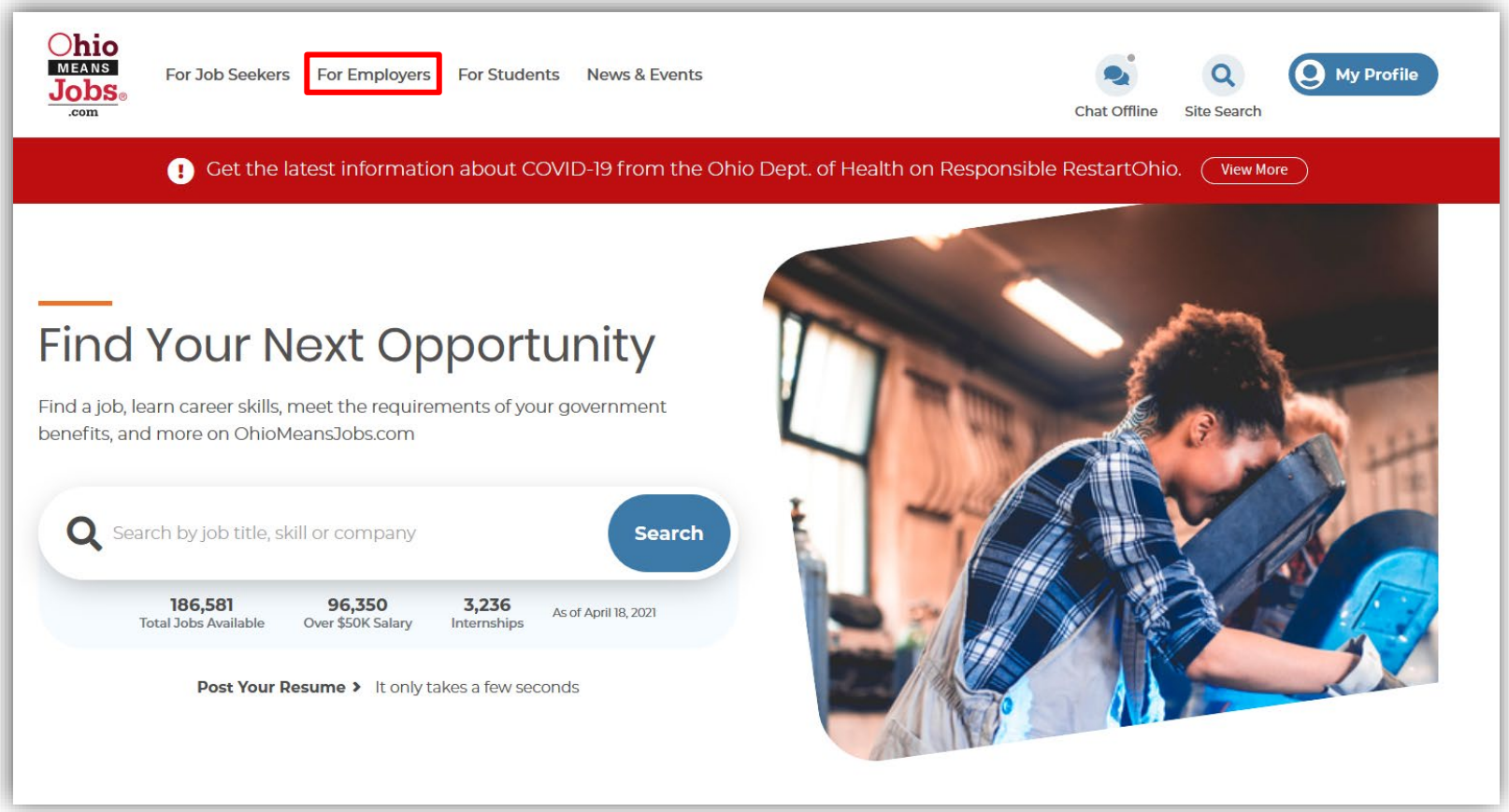
Let's take a look at Ohio Means Jobs!



Department of Veterans Services

The New Ohio Means Jobs

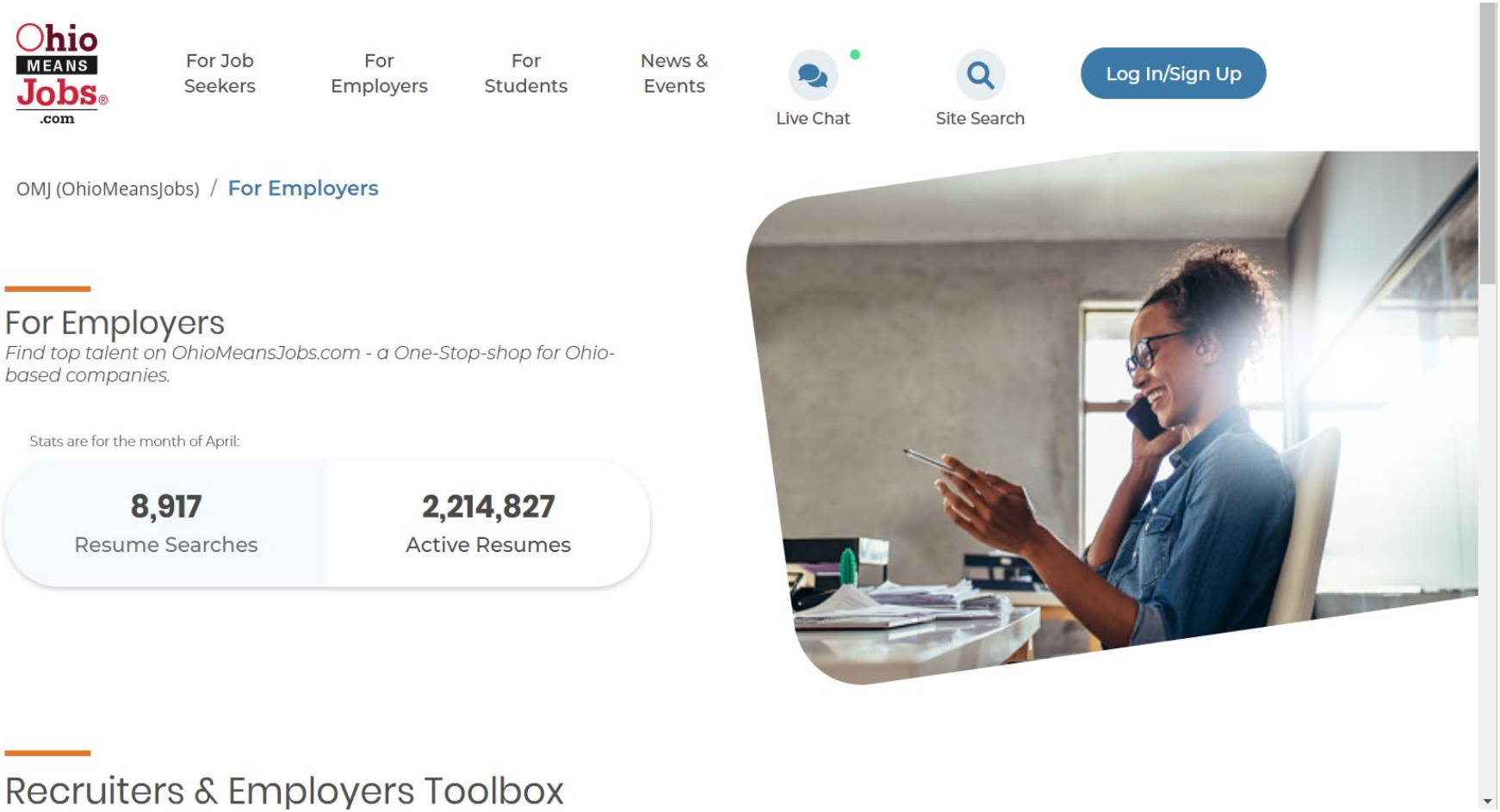
Let's take a look at Ohio Means Jobs!



Department of Veterans Services

The New Ohio Means Jobs

Scroll down and select “Find Candidates” and login

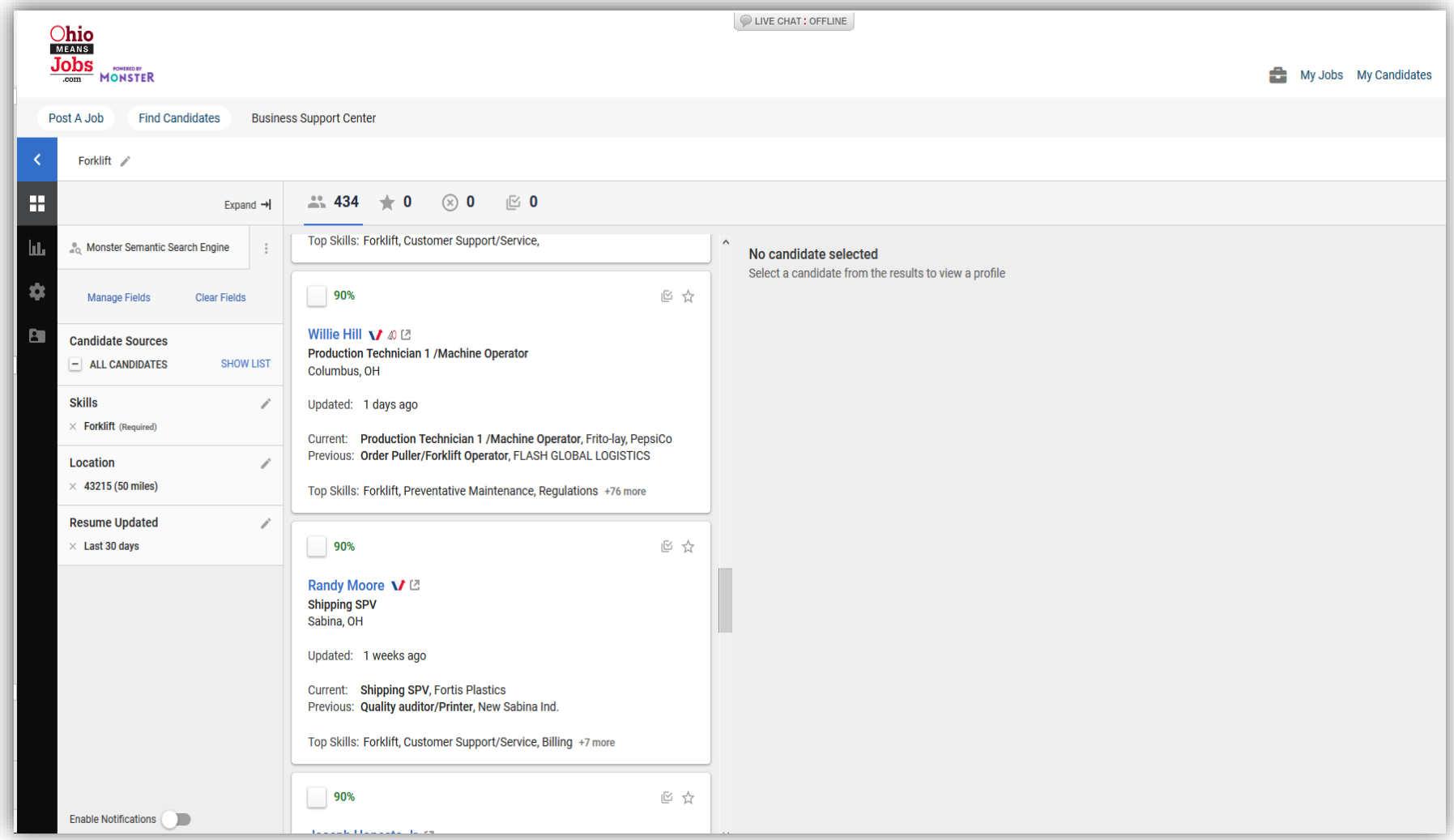


Department of Veterans Services

The New Ohio Means Jobs

Search keywords, job titles, and by location radius

Look for the red, white, and blue "V" next to the candidate's name

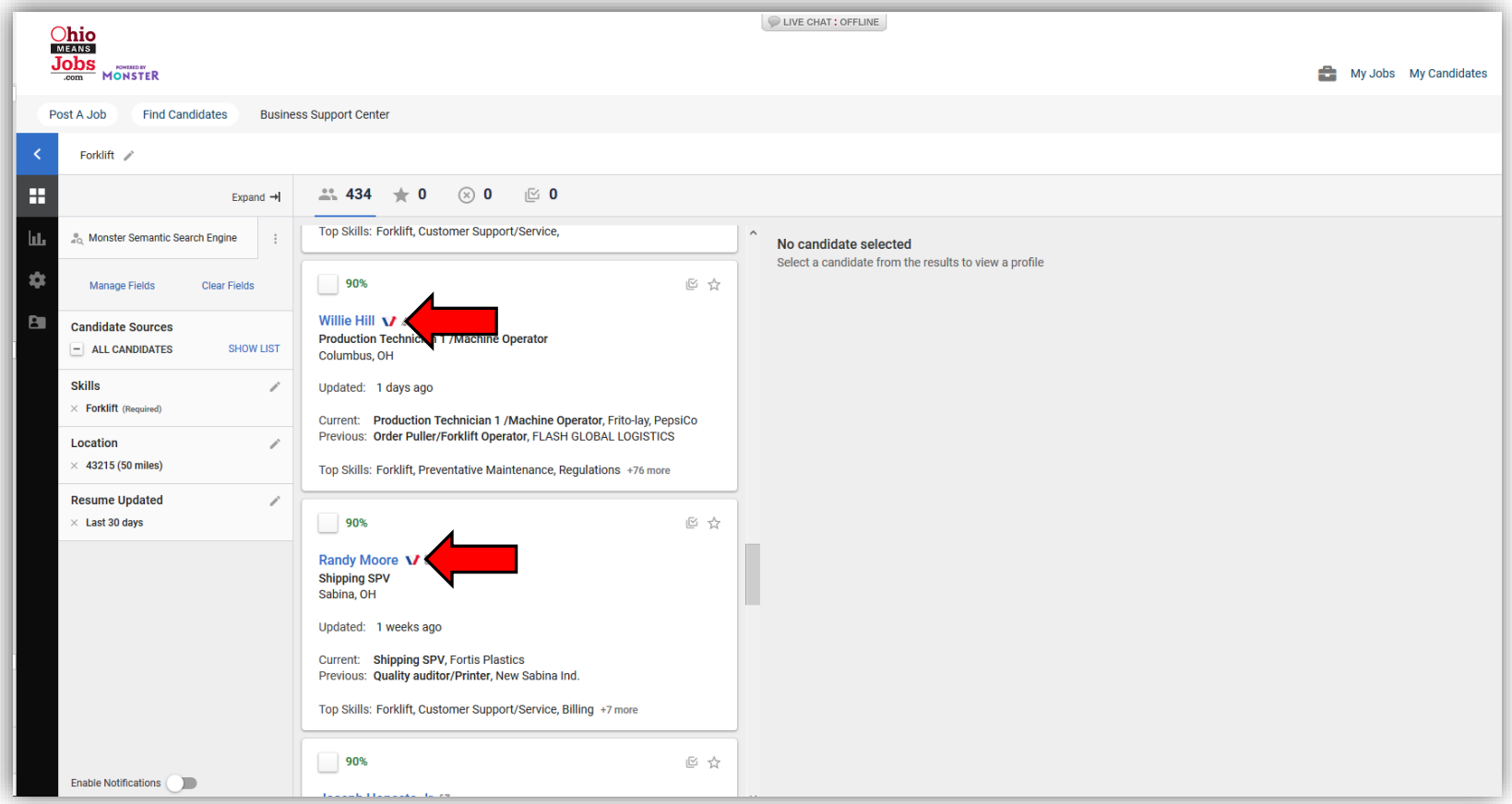


Department of Veterans Services

The New Ohio Means Jobs

Search keywords, job titles, and by location radius

Look for the red, white, and blue “V” next to the candidate’s name



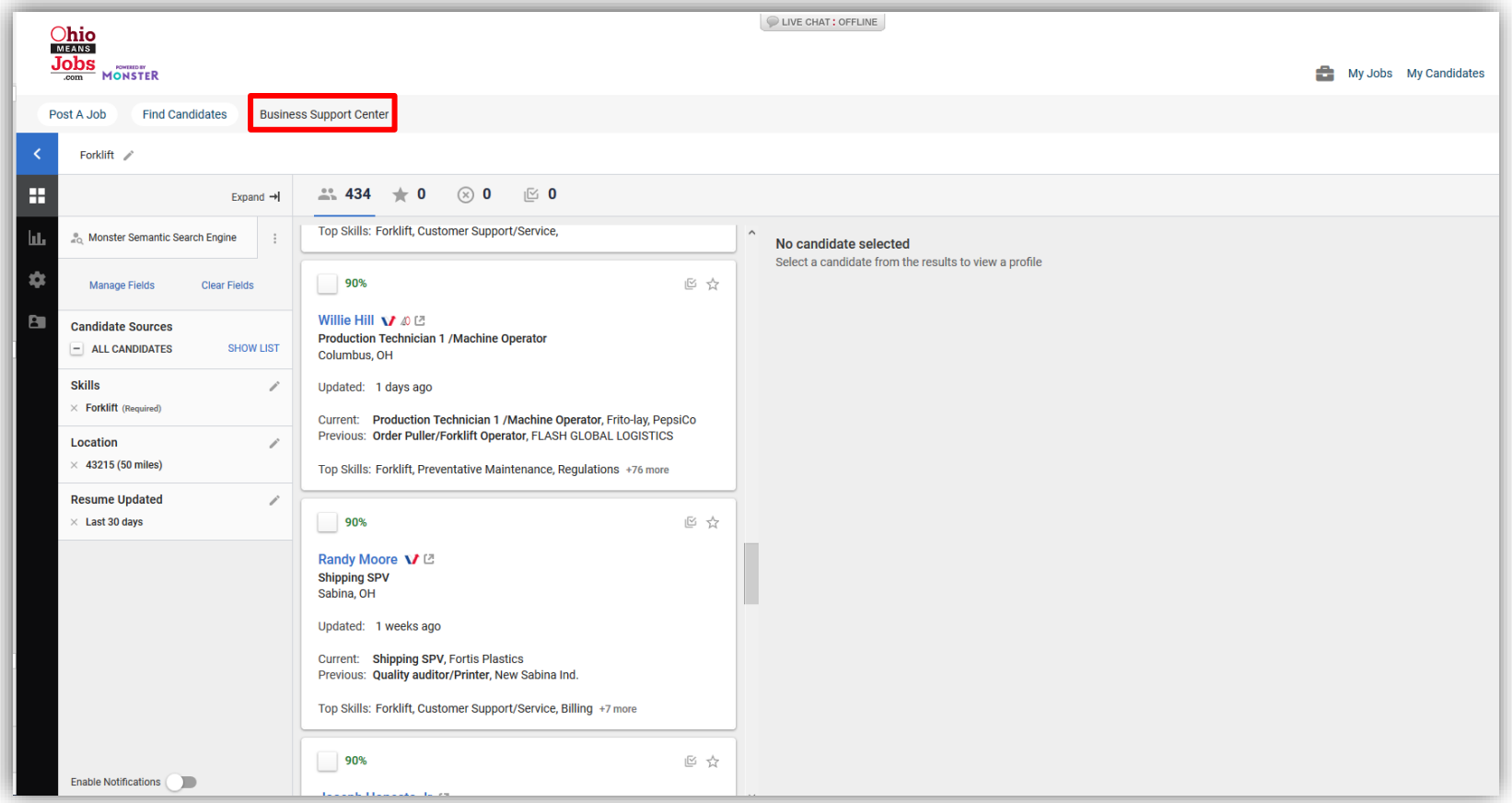
Department of Veterans Services

The New Ohio Means Jobs

Access the Business Support Center

Request Assistance

Select “Finding Employees and “Veteran Information”



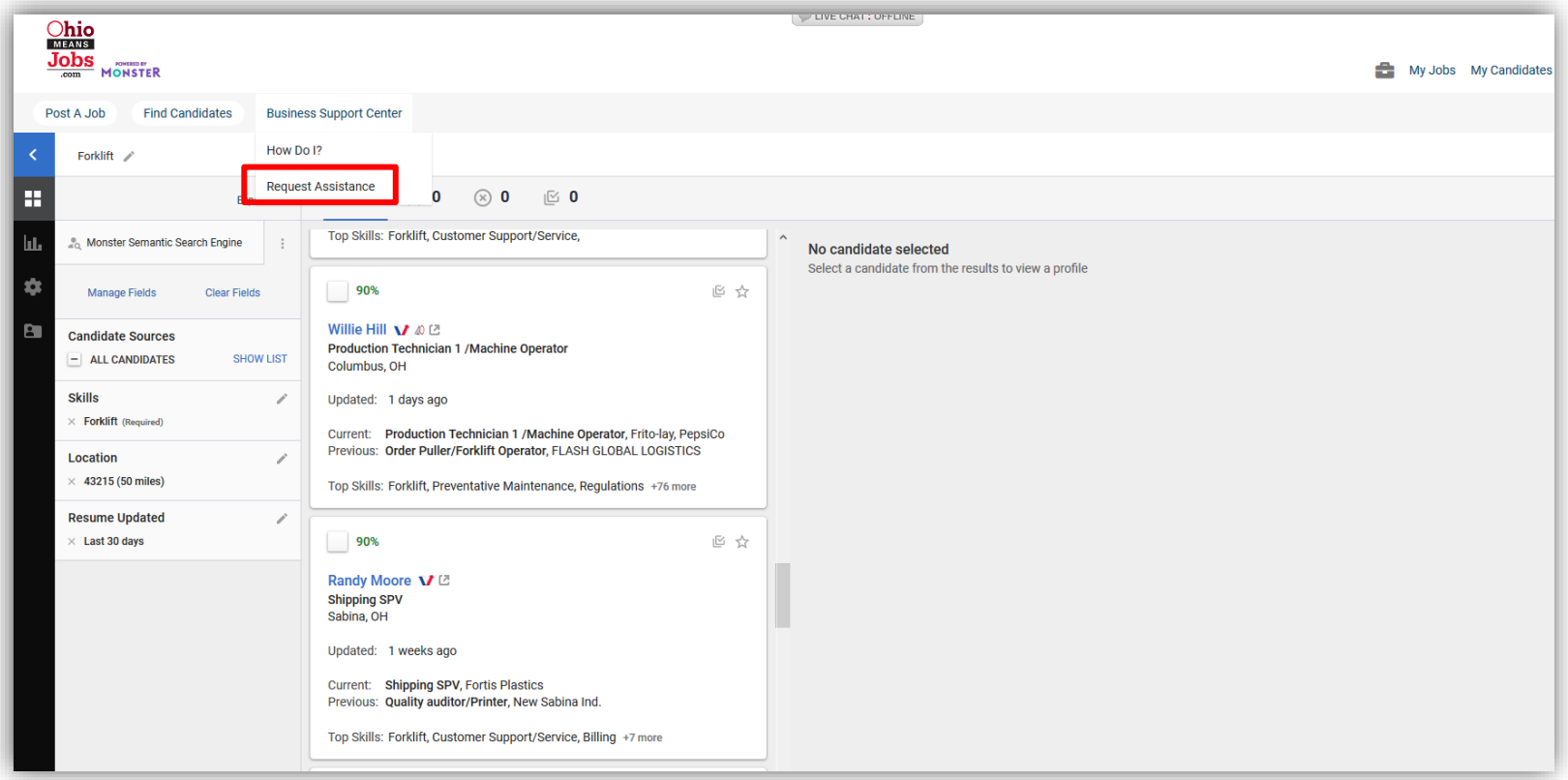
Department of Veterans Services

The New Ohio Means Jobs

Access the Business Support Center

Request Assistance

Select “Finding Employees and “Veteran Information”



Department of Veterans Services

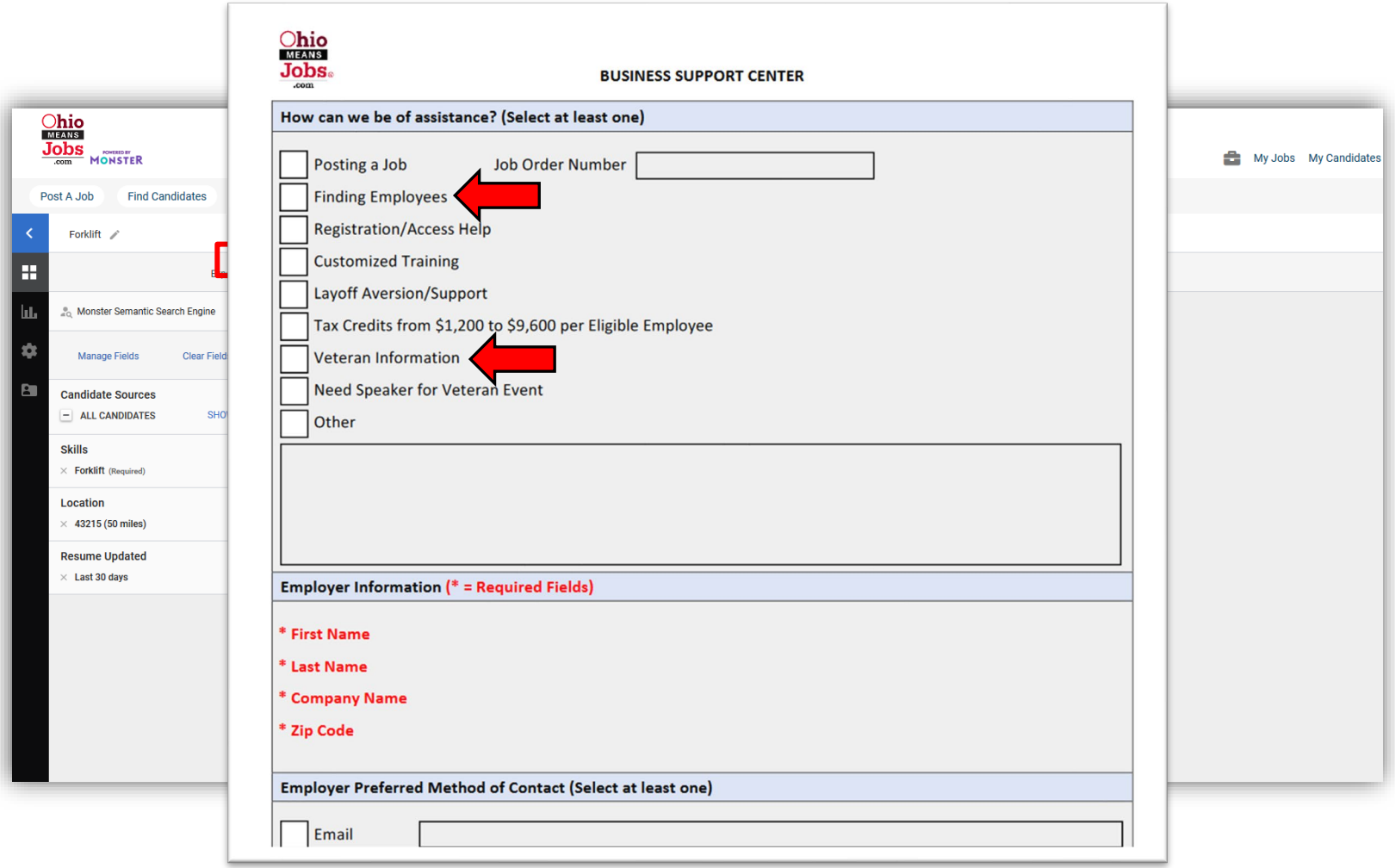
The New Ohio Means Jobs

VETERANS WORKFORCE TEAM

Access the Business Support Center

Request Assistance

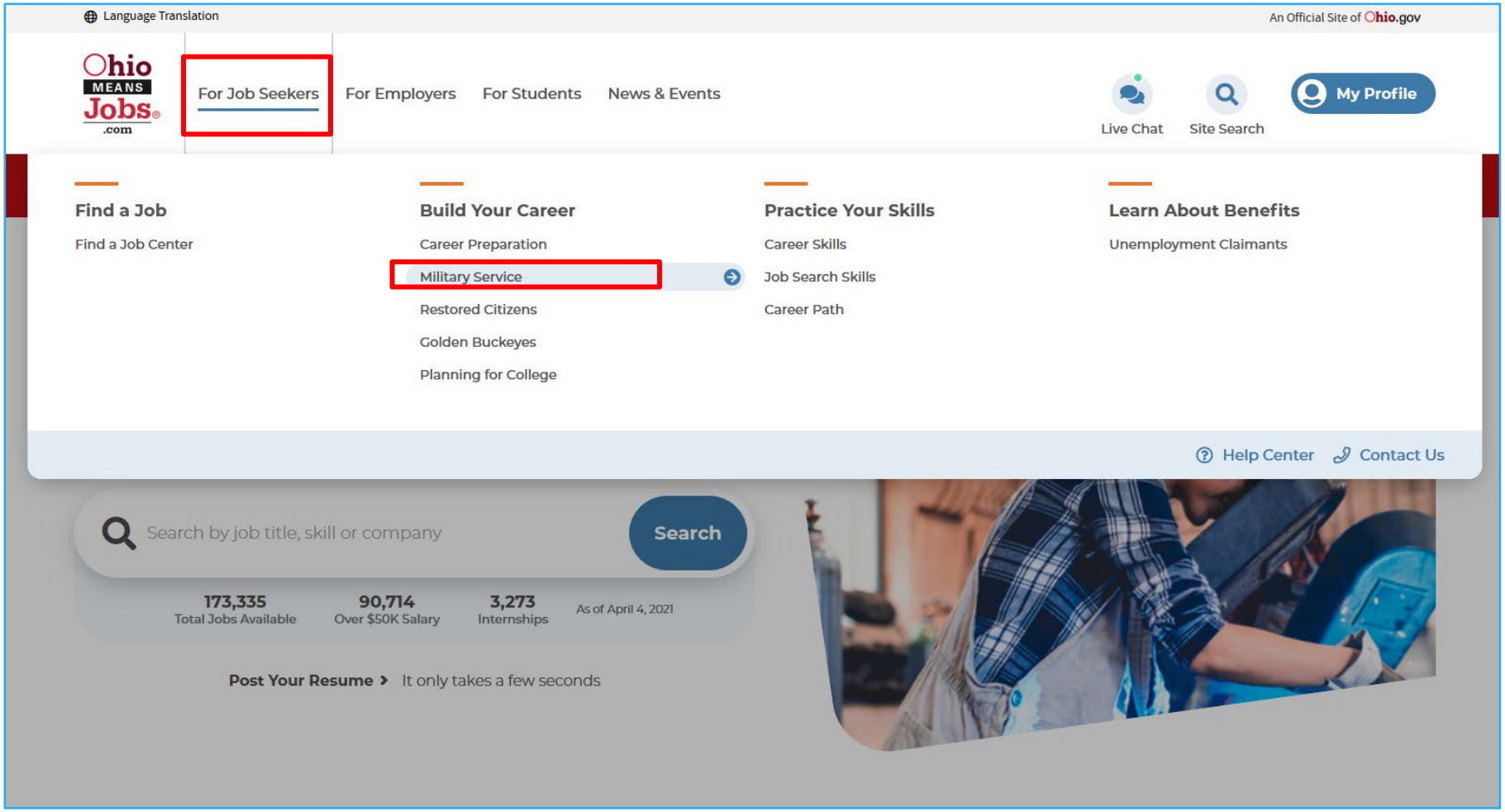
Select “Finding Employees and “Veteran Information”



Ohio Department of Veterans Services

Military Service Career Center

Let's take a look at the Military Service Career Center!



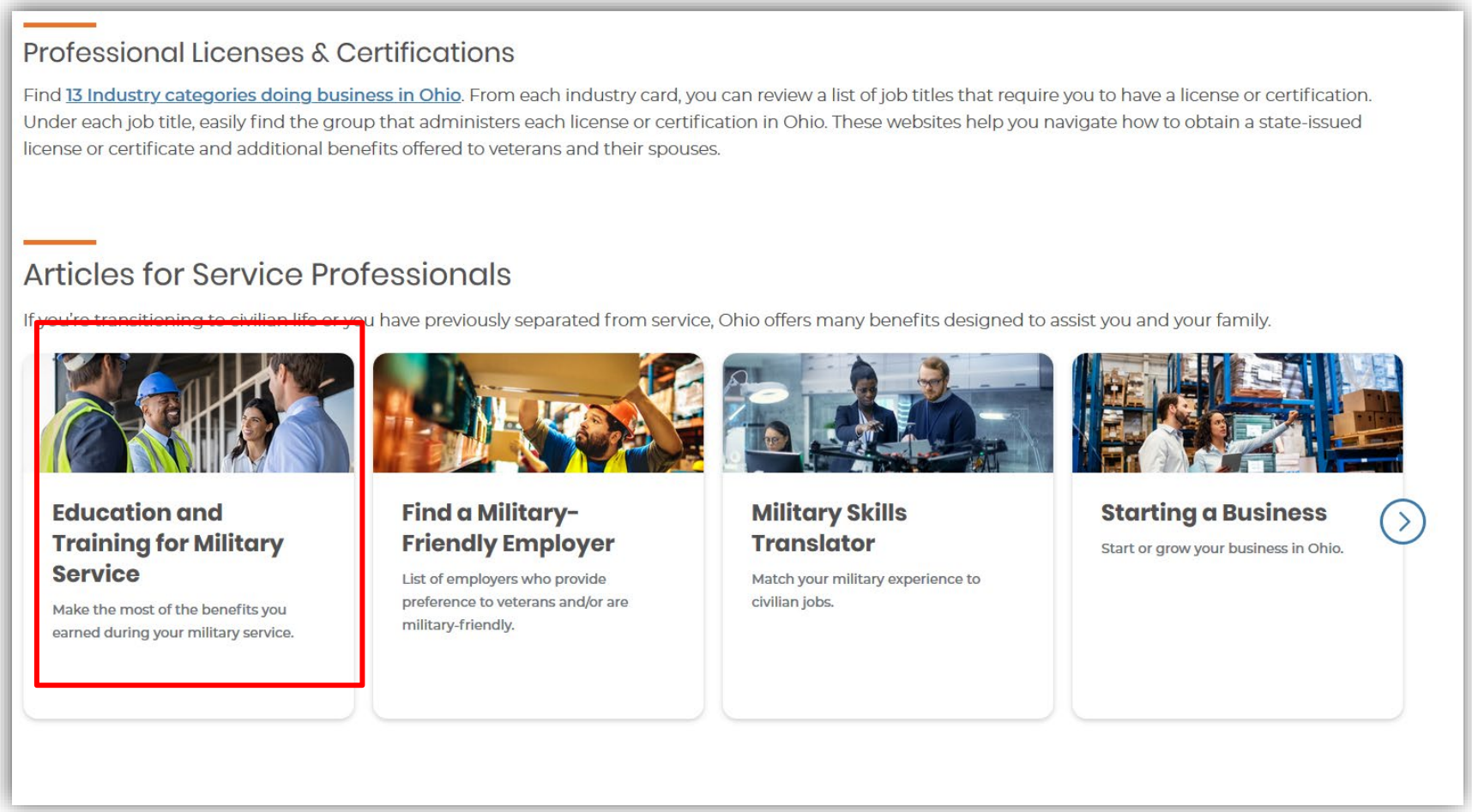
Department of Veterans Services

Military Service Career Center

Connect with college and universities

Become a Military-Friendly Employer

Access the Military Skills Translator



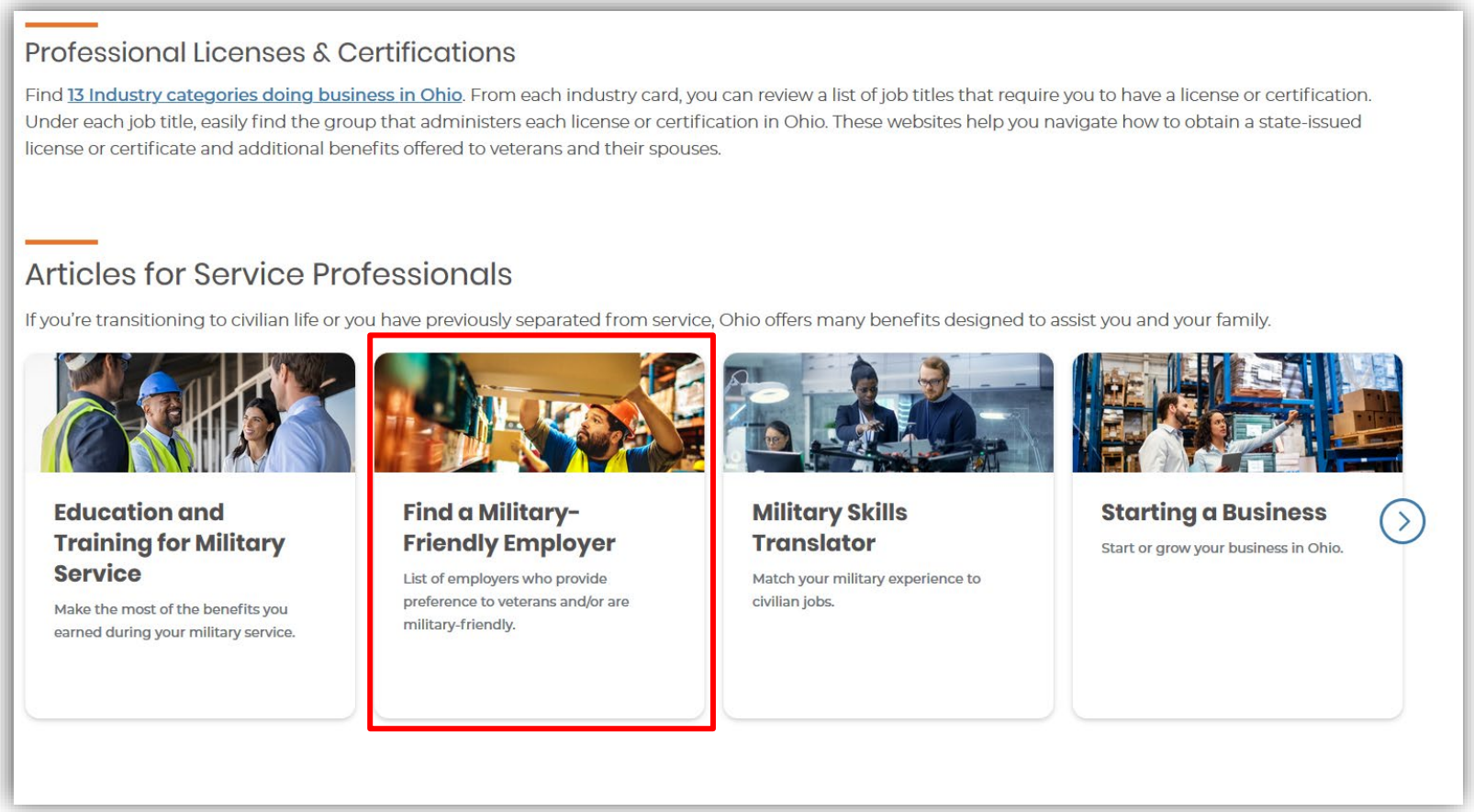
Department of Veterans Services

Military Service Career Center

Connect with college and universities

Become a Military-Friendly Employer

Access the Military Skills Translator



Department of Veterans Services

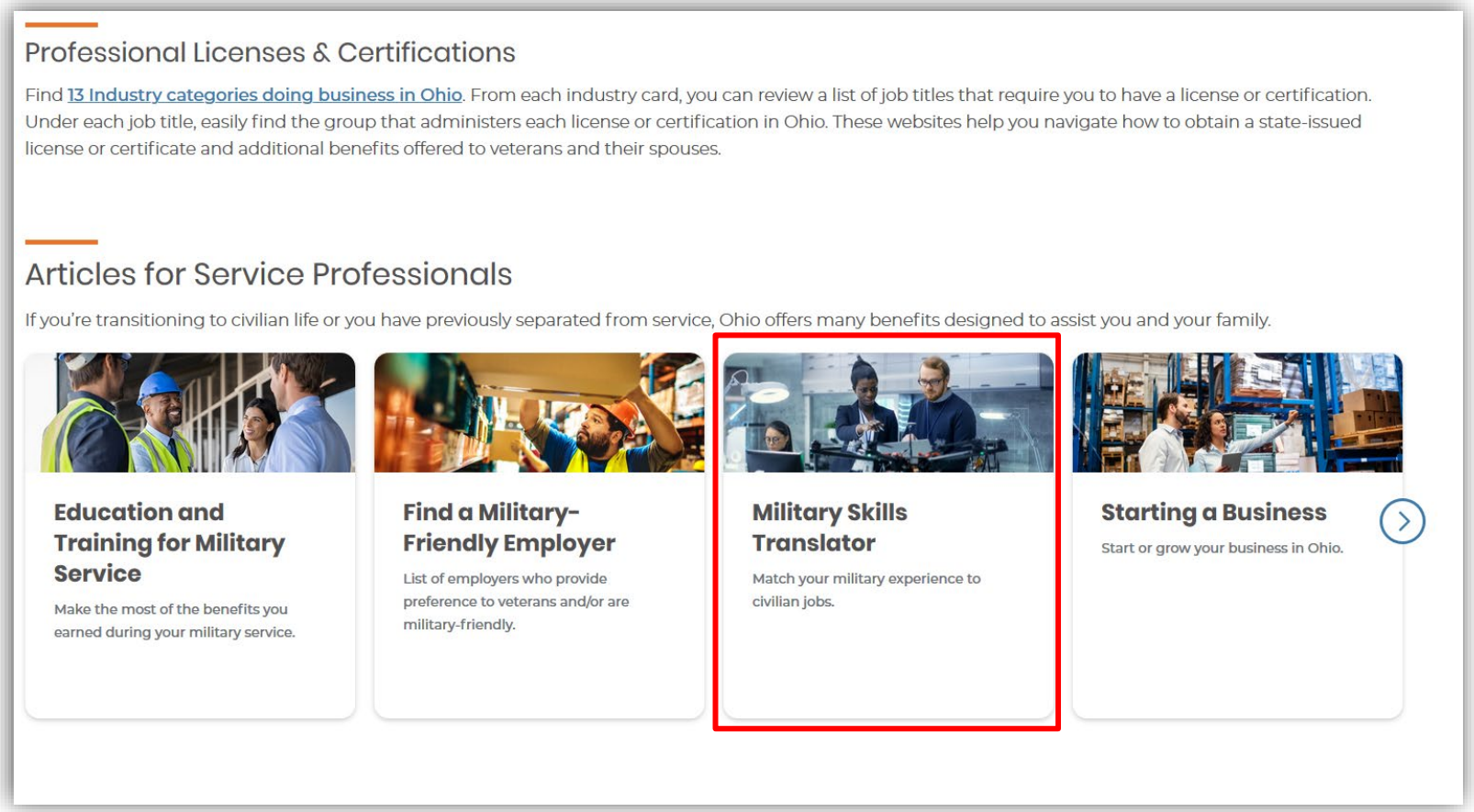
Military Service Career Center

VETERANS WORKFORCE TEAM

Connect with college and universities

Become a Military-Friendly Employer

Access the Military Skills Translator



Ohio Department of Veterans Services

Tips for Ohio Means Jobs

- Register as a military friendly employer
- Events – attend OMJ job fairs & host events
- Use the military translator to your advantage
- Post your open positions; search resumes
- Veterans? Look for the red, white and blue V and the red, white and blue S for military spouses.



DoD SkillBridge

- Opportunity to connect with transitioning service members
  - 180 days from separation
- Bridge the military-civilian divide
- Employers can:
  - Leverage highly trained talent
  - Access a skilled workforce
  - Assist soon-to-be veterans
  - Participate at no cost

https://dodskillbridge.usalearning.gov/index.htm

Ohio National Guard

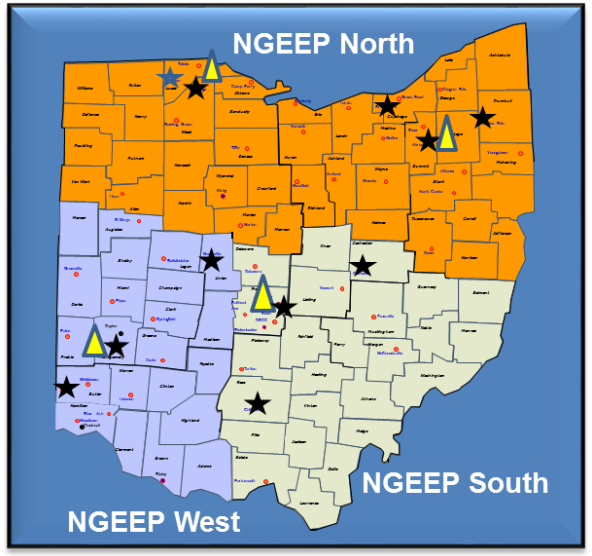
- National Guard Employment Enhancement Program
  - Jobs with stability, long term opportunity, consistent employment, and high wages

17,000+
Members of Army/Air Guard

3,700+
Clients assisted ('17)

2,700+
Employers outreached ('17)

700+
Placements/hires ('17)



Brad Moeller, Program Manager
bradley.moeller@sygnetics.com
380-206-7559

Department of Veterans Services

Medallion Program

- Department of Labor annual recognition program
  - 24 Ohio employers awarded in 2021
  - 23 Ohio employers awarded in 2022
  - 24 Ohio employers awarded in 2023
- Small, medium, and large employer criteria
- Platinum and Gold awards
- HIREVets.gov



Section Five:
Military Culture

Ohio Department of Veterans Services



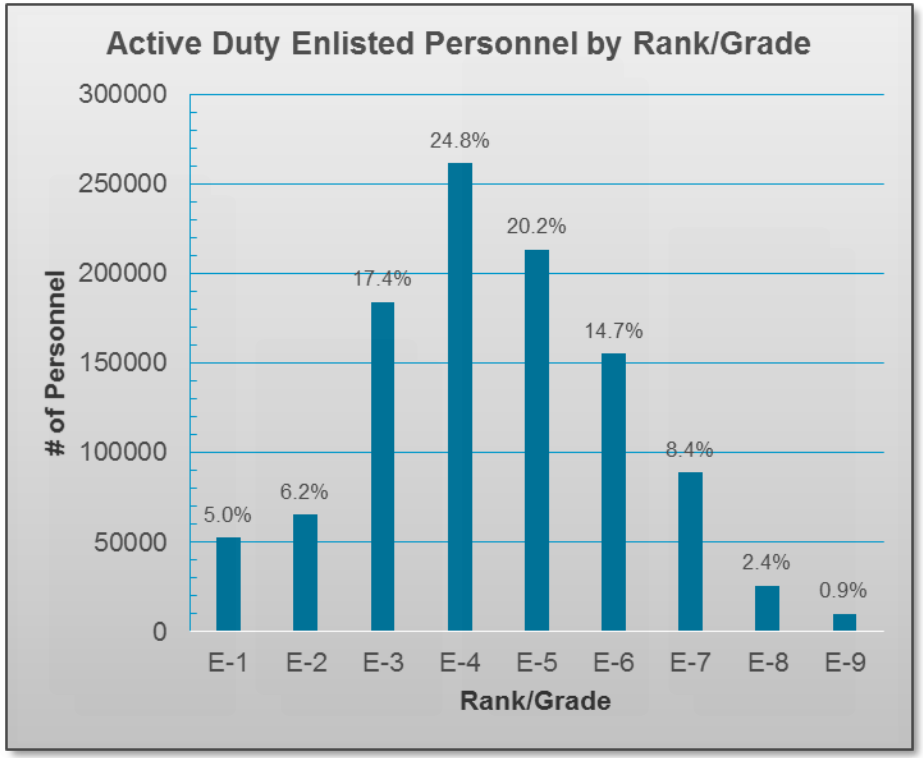
Rank

- Similar to the corporate titles Vice President, Manager, Supervisor, Analyst, etc.



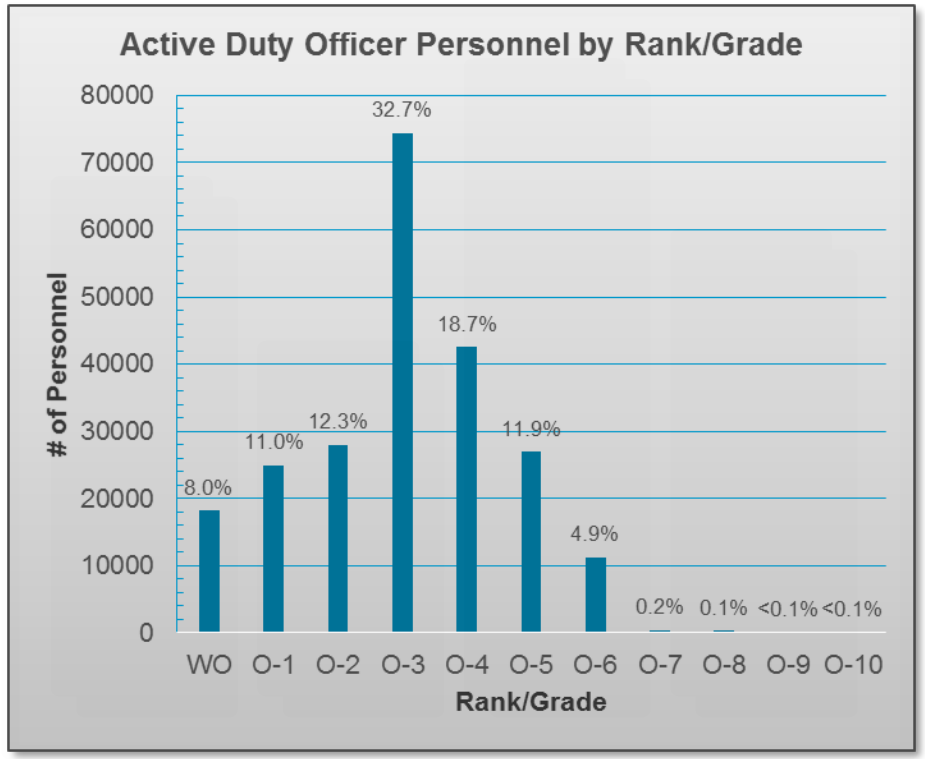
The Enlisted Force

- 83% of veteran applicants come from enlisted ranks
- “E-” designation from 1-9
- E-4/E-5 are non-commissioned officers
- High school diploma



The Officer Ranks

- “O-” designation from 1-10
- 63% are O-3 thru O-5
- Only 0.39% are Generals
- 83% have at least a Bachelor’s degree
- Commissioned through:
  - Military academy
  - Reserve Officer’s Training Corp
  - Officer Candidate School



Department of Veterans Services

Base Pay Ranges

Enlisted

Grade	Base Pay Range
E-9	$65,700 - $102,000
E-8	$53,800 - $76,700
E-7	$37,400 - $67,200
E-6	$32,300 - $50,100
E-5	$29,600 - $42,000
E-4	$27,200 - $33,000
E-3	$24,500 - $27,600
E-2	$23,300
E-1	$20,800

- Basic pay is main component of salary
- Other allowances:
  - Housing
  - Subsistence
  - Clothing
- Discounts:
  - Tax-free shopping
  - Military discounts
  - Discounted daycare
- Special/Incentive:
  - Hostile Fire Pay
  - Recruiter or Jump Pay

Officer

Grade	Base Pay Range
O-9+	$186,600 - $197,300
O-8	$132,000 - $190,300
O-7	$109,700 - $163,900
O-6	$83,200 - $147,200
O-5	$69,300 - $117,800
O-4	$59,800 - $99,900
O-3	$52,600 - $91,300
O-2	$45,500 - $72,800
O-1	$39,400 - $61,600

Base Pay Example

Enlisted

Grade	Base Pay Range
E-9	$65,700 - $102,000
E-8	$53,800 - $76,700
E-7	$37,400 - $67,200
E-6	$32,300 - $50,100
E-5	$29,600 - $42,000
E-4	$27,200 - $33,000
E-3	$24,500 - $27,600
E-2	$23,300
E-1	$20,800

E-5 with 4+ years of service in Columbus, OH		
Pay Type	**Monthly Amount**	**Annual Amount**
Base Pay	$2891.40	$34,696.80
Housing*	$1,257.00	$15,084.00
Subsistence	$372.71	$4,472.52
Other Discounts	$500.00	$6,000.00
	Annual Total	**$60,253.32**

*with dependents

Department of Veterans Services

Military Occupational Specialty (MOS)

- Similar to the corporate functions, such as Operations Manager, Customer Service Representative, Engineer, etc.
- MOS: Used by Army, Marines and Coast Guard
- AFSC: Air Force Specialty Code
- NEC: Naval Enlistment Classification



Armed Services Vocational Aptitude Battery (ASVAB)

- ASVAB measures aptitude in 9 areas:

General Science	Paragraph Comprehension	Auto & Shop Information
Arithmetic Reasoning	Mathematics Knowledge	Mechanical Comprehension
Word Knowledge	Electronics Information	Assembling Objects

- 225 questions in 2 ½ hours

Areas of Skills/Training

Enlisted Occupation Group	Army	Air Force	Coast Guard	Marines	Navy	Enlisted Personnel per Occupation	
Administrative	6,140	14,046	1,507	12,018	18,635	52,346	4.8%
Combat Specialty	109,625	677	649	39,350	8,388	158,689	14.5%
Construction	15,313	5,195	-	6,252	3,987	30,747	2.9%
Electronics	31,051	29,310	4,341	16,822	48,236	129,760	11.7%
Engineering	43,567	49,162	1,256	26,917	39,611	160,513	14.5%
Healthcare	29,986	15,441	707	-	25,345	71,479	6.4%
Human Resources	16,558	7,720	1	2,214	3,941	30,434	2.8%
Machine Operator	4,107	6,063	1,688	2,539	8,542	22,939	2.1%
Media and PR	6,646	7,095	136	2,439	3,859	20,175	1.9%
Protective Service	21,802	32,573	2,720	6,096	12,011	75,202	6.8%
Support Service	9,901	4,981	1,145	2,263	8,129	26,419	2.5%
Transportation/Logistics	48,096	27,840	9,879	23,213	37,709	146,737	13.4%
Vehicle/Machine Mechanic	45,344	41,555	5,532	21,511	47,353	161,295	14.6%
Unspecified Code	2,984	5,038	1,439	1,161	2,555	13,177	1.1%
Total	391,120	246,696	31,000	162,795	268,301	1,099,912	100.0%

SOURCE: U.S. Department of Defense, Defense Manpower Data Center

Resume Examples – The Good

Highly motivated retired military officer, who has served overseas in combat divisions in critical and demanding command and staff positions. Successfully completed tour of duty as a Tank Company Commander, 2nd Infantry Division, Korea. Preformed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.

leadership

attention to detail

integrity

communication skills

decisions in high stress and hostile environments

Command Center of Excellence (MC CoE)

Assistant Operations Officer (Major)

Fort Leavenworth, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control Officer, Secure Communications Room Manager, and Supply Officer, among other additional duties.

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.

Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

?

Commander, 2nd Infantry Division, Korea. Preformed contract work in Iraq and Kuwait as a Senior/Lead Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP) Vehicle Programs. Vietnam Veteran, (U.S. Navy). Reputation for attention to detail, integrity, team building, and mission accomplishment. Excellent leadership and communication skills. Solid record of making correct decisions in high stress and hostile environments.

Professional Experience

Mission Command Center of Excellence (MC CoE) **2009-2014**

Assistant Operations Officer (Major)

Fort Leavenworth, Kansas

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and subordinate elements. Served as officer in charge of operational physical security (OPSEC), safety officer, Key Control Officer, Secure Communications Room Manager, and Supply Officer, among other additional duties.

- Updated and wrote Standard Operating Procedures for OPSEC, Safety, Key Control, and Secure Communications Room in accordance with higher authority policies.
- Successfully passed all inspection by higher authority.
- Trained and mentored assistant employees in their additional duties.
- Conducted other duties as directed by immediate supervisor.

?

Resume Examples – The Bad

Field Service Representative (FSR) for MAXXPRO and RG-33 Mine Resistant Ambush Protected (MRAP)

Responsible for the daily overall operational and functionality of the MC CoE Headquarters Section and

- Conducted other duties as directed by immediate supervisor.

Translation:

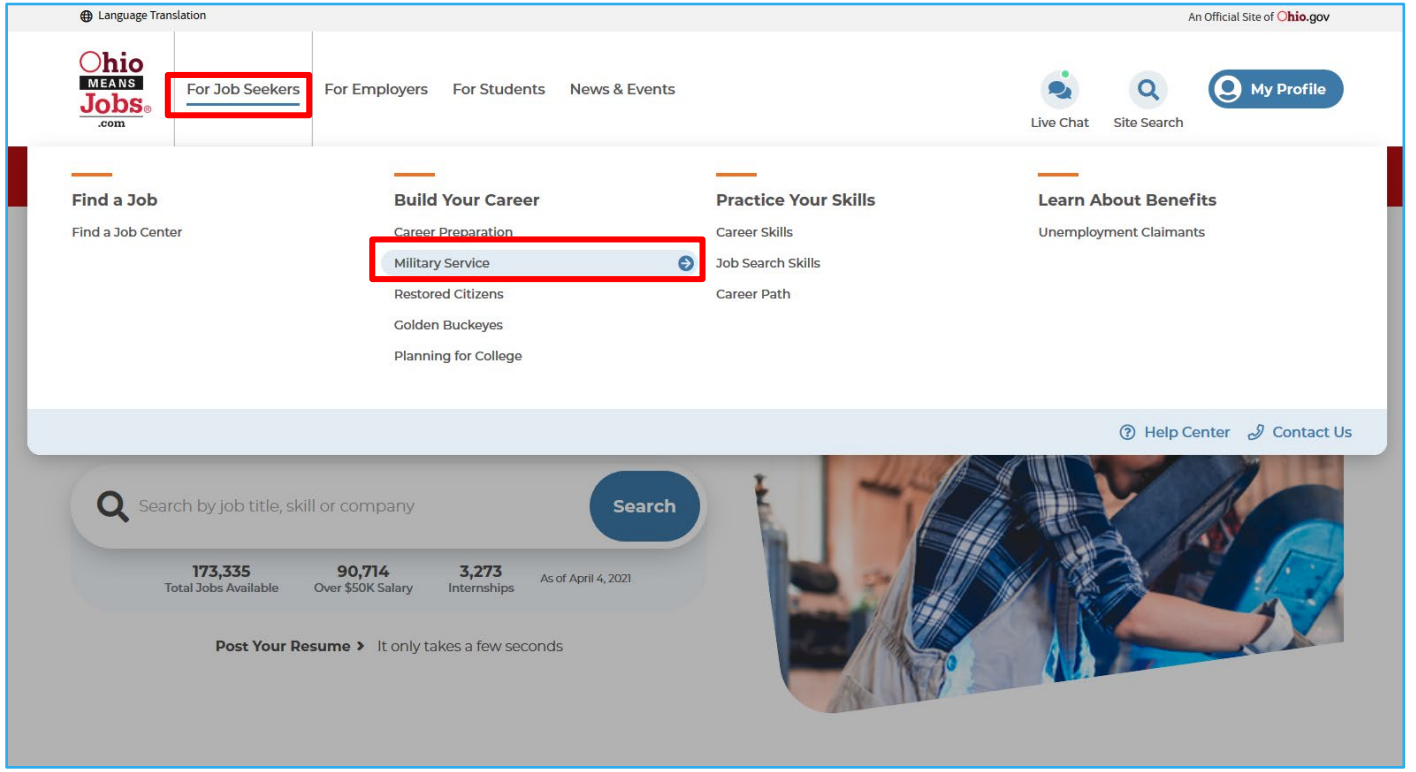
Trained personnel on vehicle operation, automotive and electrical system maintenance procedures

Commanded Mission Control center to perform critical daily tasks and issued directives for key staff

Additional duties included Logistics Manager and training/mentoring civilian employees in workspace

Military Skills Translator

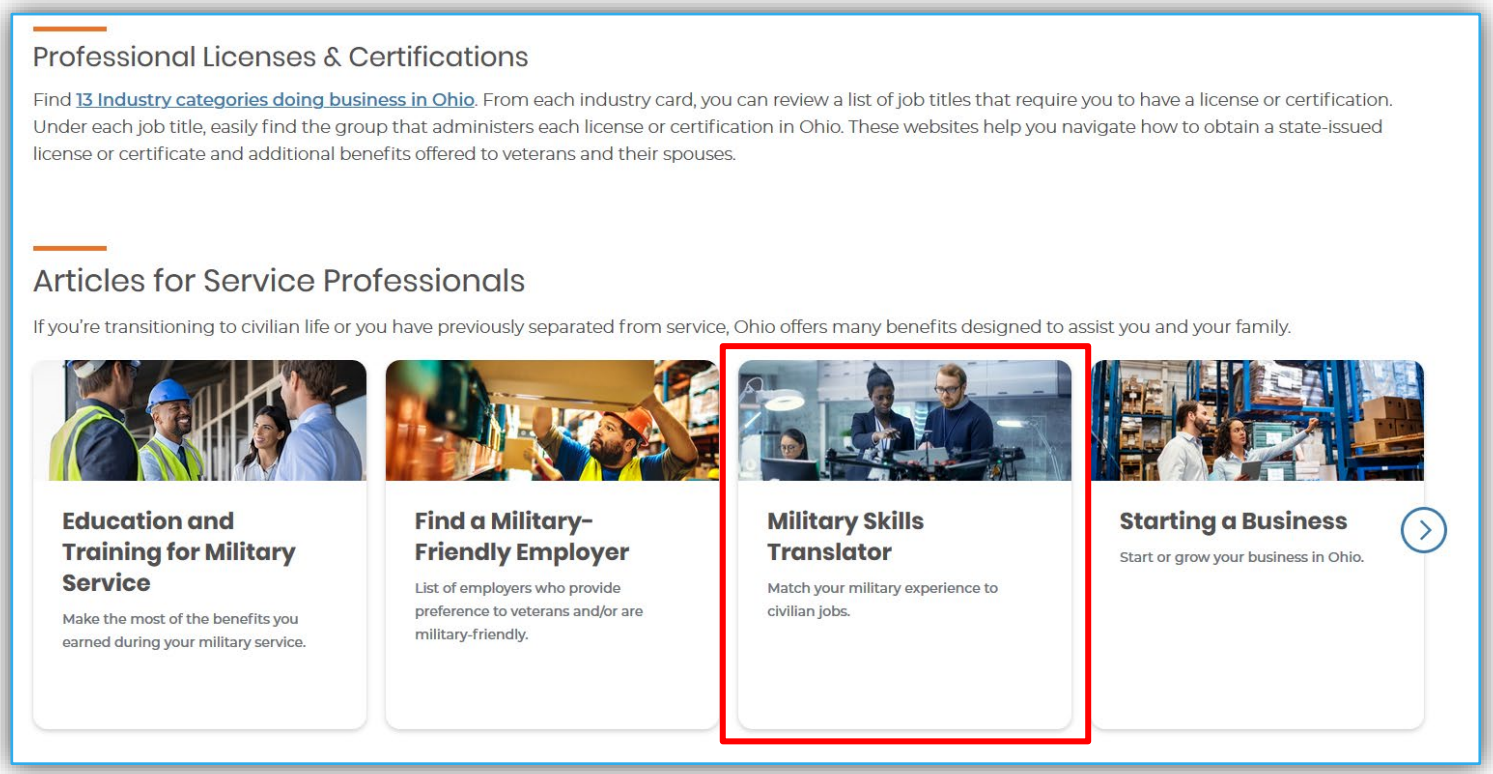
Let's take a look at the Military Skills Translator!



Department of Veterans Services

Military Skills Translator

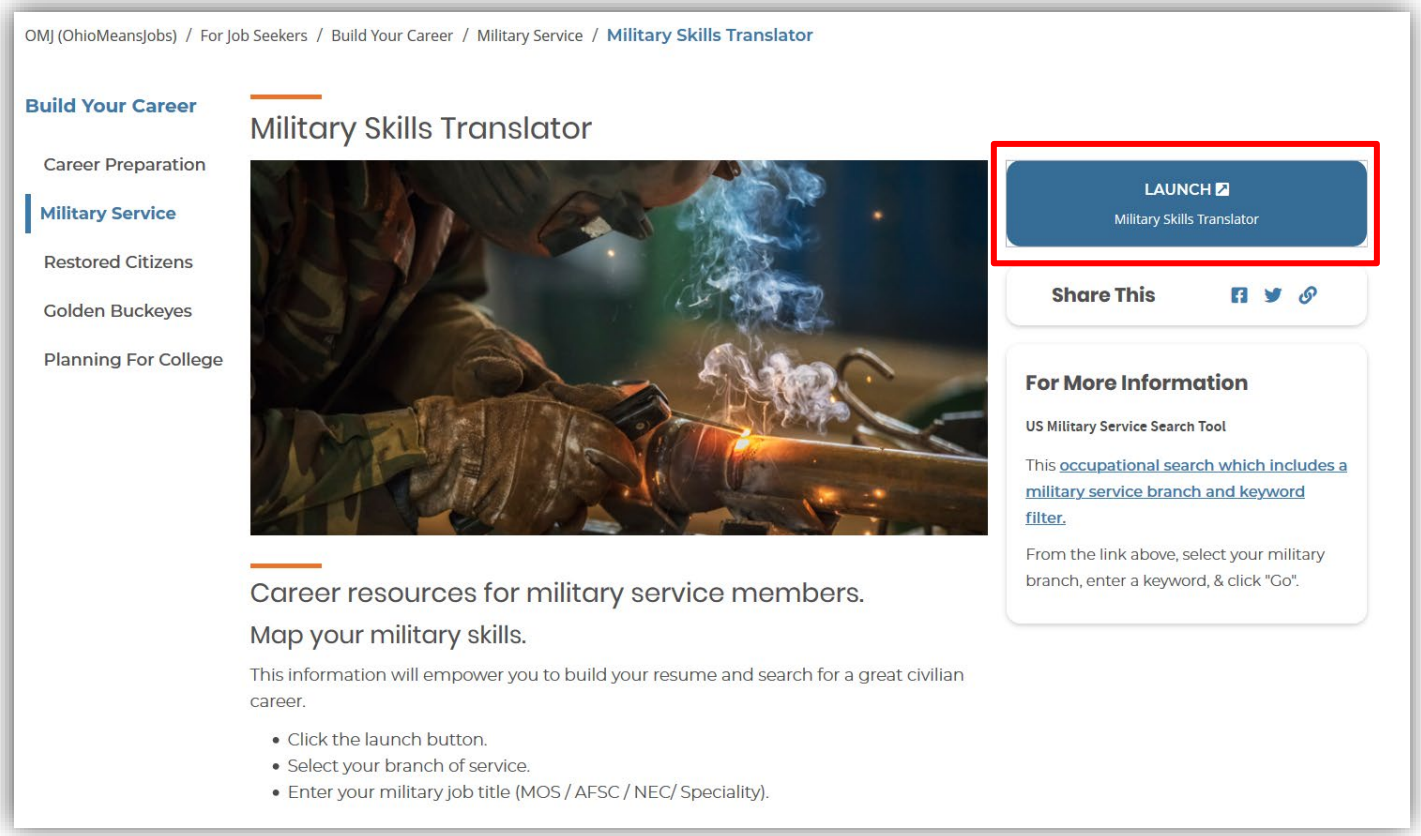
Let's take a look at the Military Skills Translator!



Department of Veterans Services

Military Skills Translator

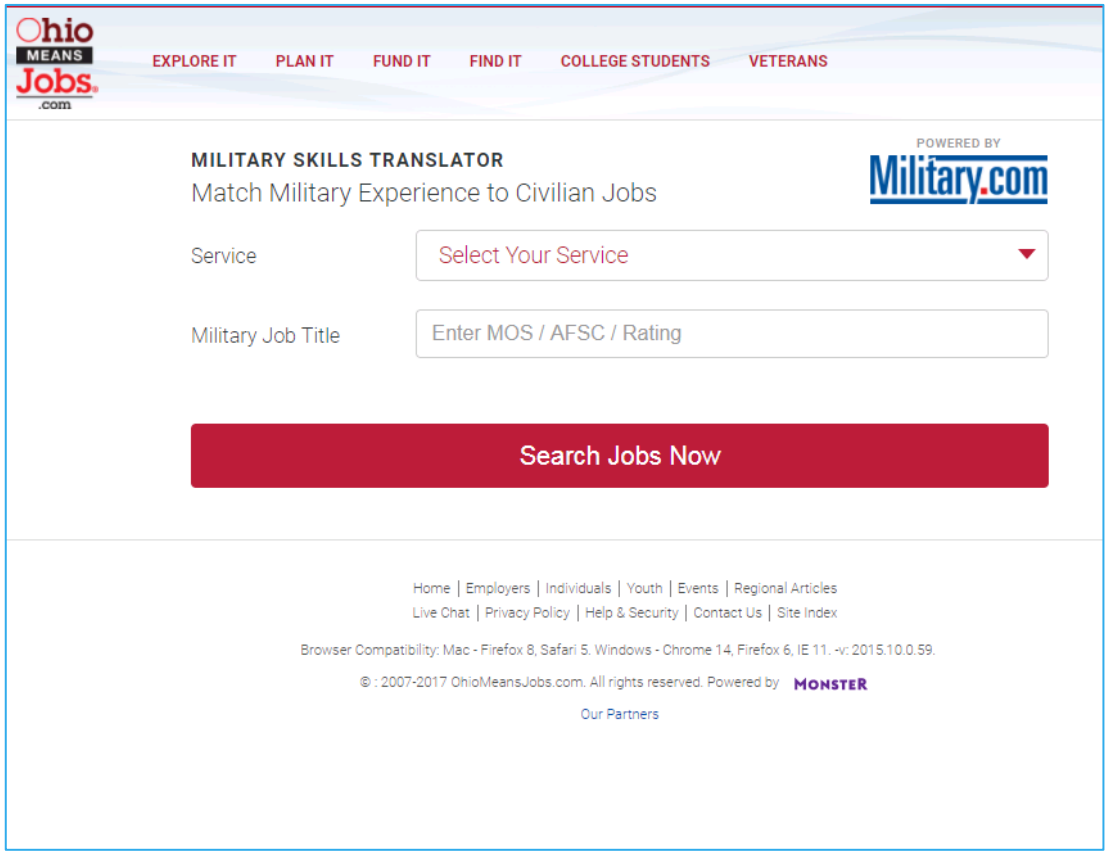
Click “LAUNCH” Military Skills Translator



Department of Veterans Services

Military Skills Translator

- Search using branch of service, pay grade and/or job title
- MOS / AFSC / NEC
- Or simply type in the occupation title



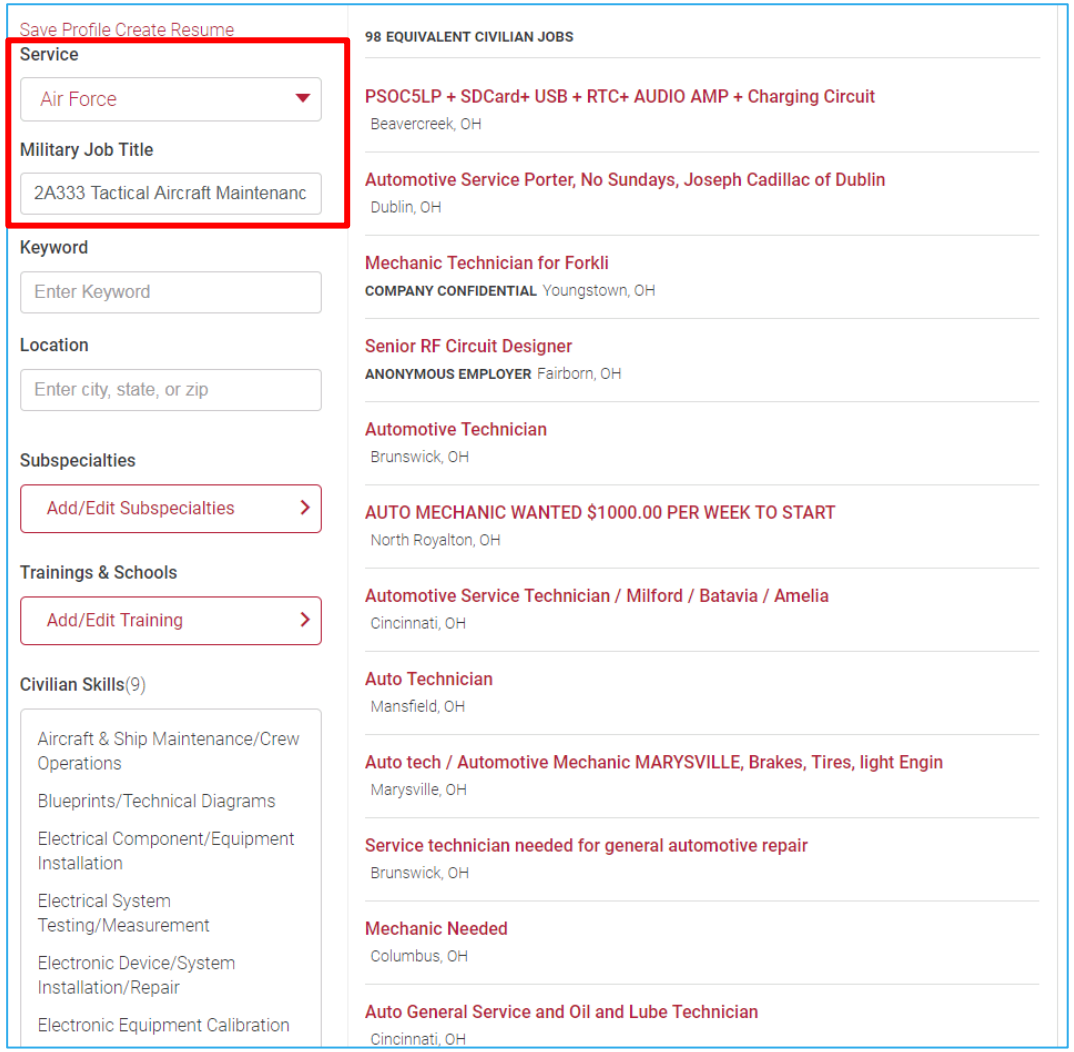
Department of Veterans Services

Military Skills Translator

Search Example: USAF 2A333 Tactical Aircraft Maintenance

Automatically lists similar civilian skills

Shows current openings on OhioMeansJobs



VETERANS WORKFORCE TEAM

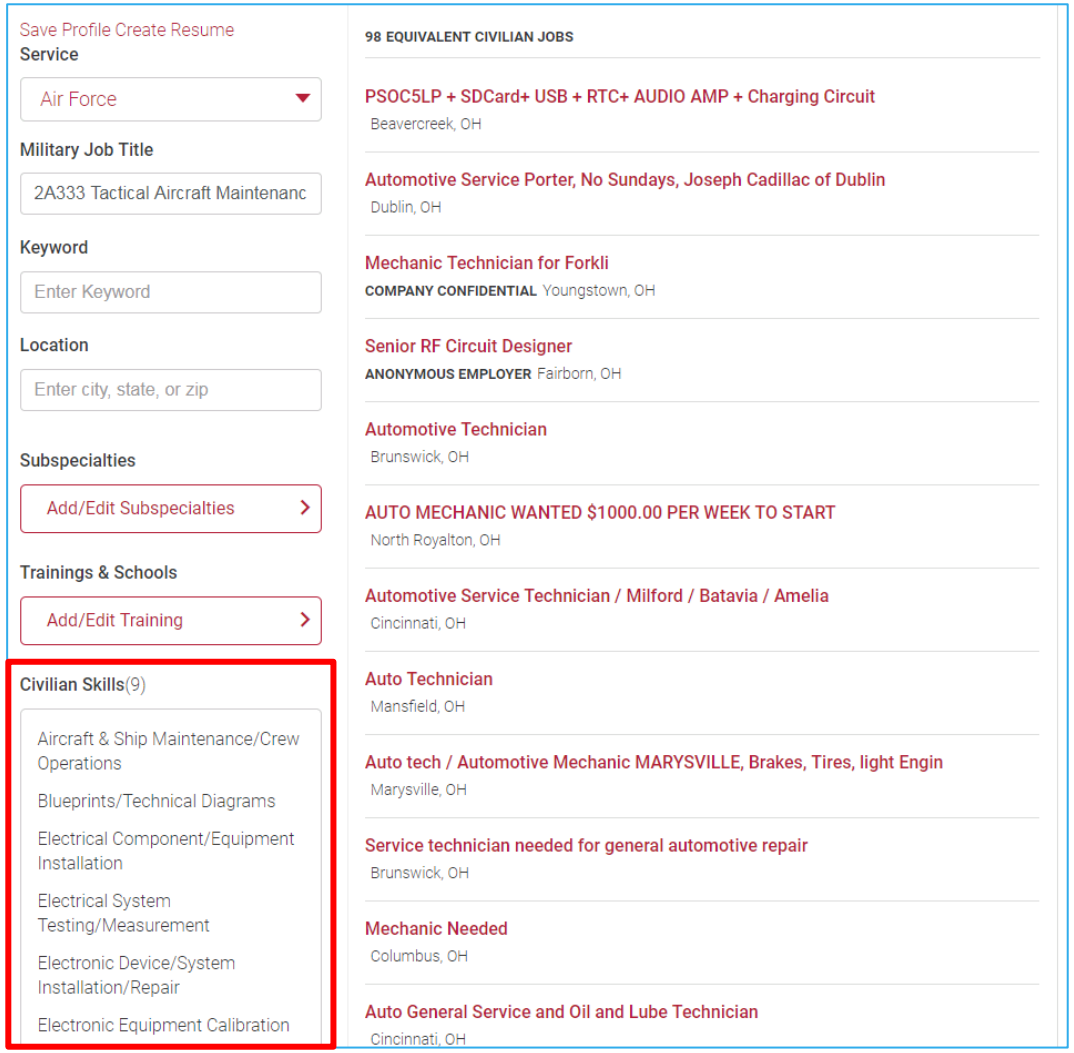
Ohio Department of Veterans Services

Military Skills Translator

Search Example: USAF 2A333 Tactical Aircraft Maintenance

Automatically lists similar civilian skills

Shows current openings on OhioMeansJobs



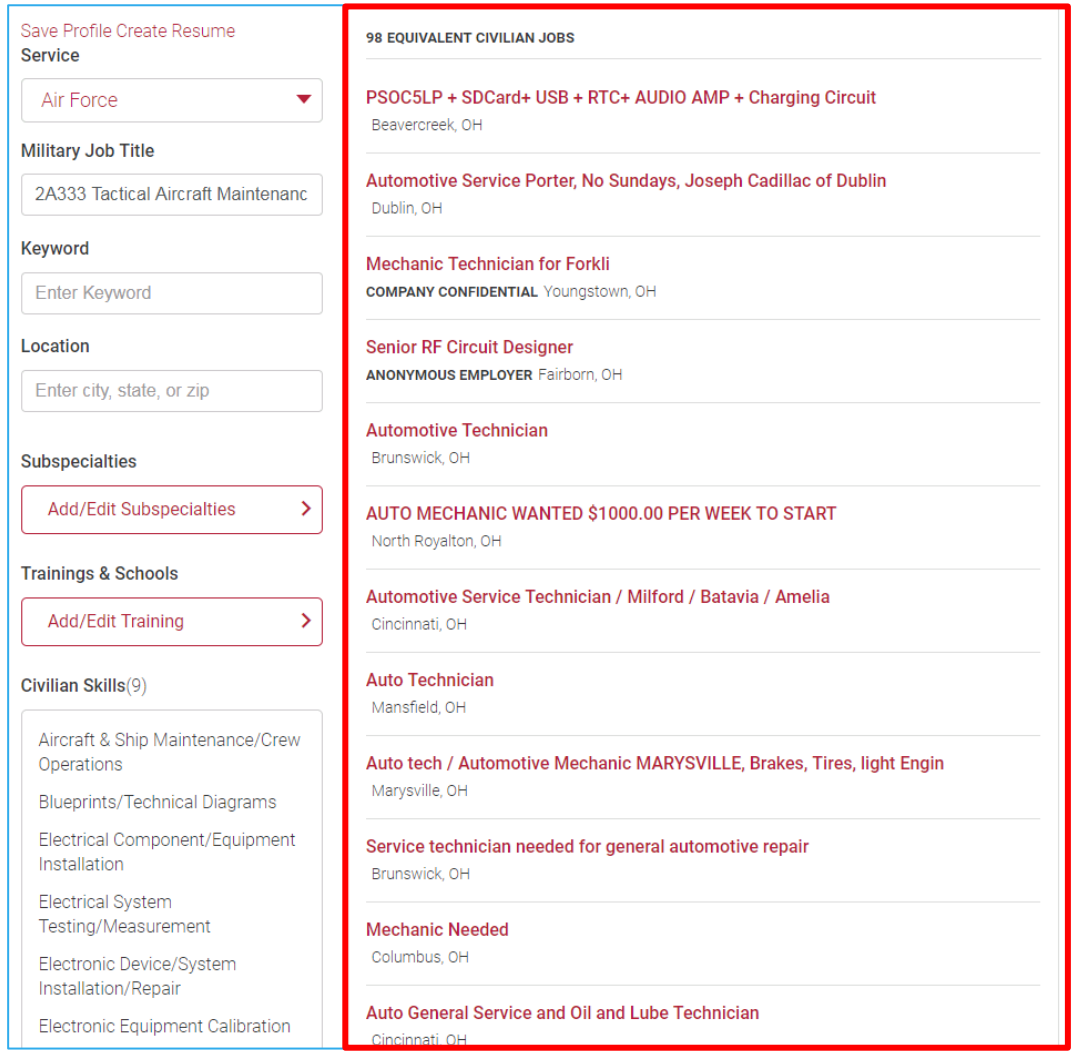
Department of Veterans Services

Military Skills Translator

Search Example:
USAF 2A333
Tactical Aircraft
Maintenance

Automatically lists similar civilian skills

Shows current openings on OhioMeansJobs



Department of Veterans Services

"Hiring a veteran brings so much to your company: experience, leadership skills, and a great work ethic for starters."

– Ohio Governor Mike DeWine

Ohio Department of Veterans Services

VETERANS WORKFORCE TEAM

Ohio Department of Veterans Services

Questions?

Ohio Department of Veterans Services



Ohio Department of Veterans Services

SHRM Recertification

