



# Other State Initiatives for Hiring Veterans

Joint Committee on Veterans & Military Affairs  
November 27, 2012

# State Summaries

- Colorado
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- Idaho
- Vermont
- Connecticut

# Colorado

## Hire a Colorado Veteran

Employers encouraged to fill vacant positions with veterans.

“If you’re an employer with even one job opening, please consider filling that position with a veteran. It makes good business sense. They have the training, work ethic, and proven skills that will immediately add value to your operations. Equally important, when you put these men and women to work for your company you’ll be contributing to Colorado’s global competitiveness and the strength of our economic base.”

Special website - <http://www.hireacoloradovet.gov/> with portals for employers and veterans looking for work.

# Missouri – Show Me Heroes

## **On-the-Job Training Program**

- Reimburses 50% or more of the wages of workers hired through this program.
- Program staff help with paperwork and match businesses with new hires; while also providing ongoing guidance and support
- 2645 employers have taken the pledge.
- More than 1600 veterans have been hired

<http://showmeheroes.mo.gov/default.asp>



# SHOW-ME HEROES OJT TIPS SHEET

Must be a dislocated worker, and meet one of the following criteria:			
	VETERAN	MILITARY SERVICE MEMBER	A SPOUSE
<b>ELIGIBILITY</b>	1) Who is unemployed; and, 2) Meets the Federal definition of a Veteran (Title 38 USC code Chapter 42); and, 3) Cannot have a dishonorable discharge; and, 4) Date of discharge must be within past 36 months.	1) Who is unemployed; and, 2) Member of a Reserve Component of the US Armed Forces (National Guard, Army Reserve, Marine Corps Reserve, Air Force Reserve, Navy Reserve, or Coast Guard Reserve); and, 3) Service member must have been deployed for at least 4 months; and, 4) Date of discharge from active duty must be within 36 months.	1) Who is unemployed; and, 2) Of a member of the active duty US military personnel; or 3) Of a member of the Active or Reserve Component of the US Armed Forces (National Guard/Reserve/Active Duty). a) Where the service member must have been deployed for at least 4 months; and b) Where the service member must not be over one year from date of discharge from a deployment.
<b>APPROVAL</b>	1) Contact Vicky Loggins and CC Amy Sublett VIA E-Mail with the following information provided: 2) Position description 3) O*NET Codes 4) Number of positions 5) Wages of each separate position 6) Total funds requested 7) Brief outline of the employer and if applicable, employer website		
<b>PROCESS</b>	Based on regions local protocol. Contact Business Services Team Lead or DWD Business Rep.		
<b>CONTRACT PROCESS</b>	Send/fax/e-mail copy of contract and training outlines to OJT Program Coordinator		

# Illinois

## **Illinois Hires Heroes Consortium (IHHC)**

- Businesses become "veteran-friendly" and receive assistance recruiting veterans.

## **Veterans Tax Credit**

- Employers earn up to \$5,000 annually for hiring veterans of Operation Enduring Freedom, or Operation Iraqi Freedom. Credit is 20% of wages up to \$5,000 to veterans hired after July 1, 2012.
- Employers can earn up to \$1,200 annually for hiring veterans of Operation Desert Storm, Operation Enduring Freedom, or Operation Iraqi Freedom. Credit is 10% of wages to veterans hired after January 1, 2010.
- <http://www2.illinois.gov/veterans/programs/Pages/HiresHerosConsortium.aspx>
- <http://www2.illinois.gov/veterans/benefits/pages/employment.aspx>

# Idaho

## Hire One Tax Credit

- Credit based on the employer's unemployment insurance tax rating and the county unemployment rate where the new job is located.
- Also encourages employers to Hire a Veteran into the new positions that are created with this program.
- <http://labor.idaho.gov/publications/HIREONEVET.pdf>

# Vermont

## **Tax Credit for Hiring a Veteran with Recent Military Service**

- Veterans must be eligible to receive Unemployment from the VT Dept of Labor, or would be eligible except Unemployment has been exhausted
- Up to \$2,000 to employers for hiring a veteran.
- Up to \$2,000 to veterans who start their own business.
- <http://veterans.vermont.gov/transitions/taxcredit>

# Connecticut

## **JOB EXPANSION TAX CREDIT (JET)**

- Tax credits of \$500 per month for each new full-time job created.
- If the new employee is receiving vocational rehabilitative services from the Bureau of Rehabilitative Services, receiving unemployment benefits or is a **veteran employee**, then the tax credit is increased to \$900 per month.

# Washington

- New law allows private as well as public employers to give preference to veterans.
- WorkSource website allows employers to search only for veteran candidates.