

# Veteran Workforce Services

Helping all members of Ohio's military veteran community in alleviating unemployment and underemployment



# Ohio Workforce Development Team

- ★ [Ohio's Workforce Development Team](#) will help in developing a customized workforce plan for your business including: labor Market Information, recruitment, job postings, and information on other services and programs. We introduce Ohio companies to Innovative programs to attract and retain a talented workforce. Whether you are looking to Hire, Train or Retrain we are here to help.



**Ohio**  
**MEANS**  
**Jobs.**

## Various OH Employer Programs

[JFS Employer Programs](#)

[TechCred](#)

[On-the-Job Training](#)

[Workforce Data](#)

[SharedWorkOhio](#)

[Rapid Response & Layoff Aversion](#)

[Hiring Restored Citizens](#)

[Hiring People with Disabilities](#)

[Foreign Labor Certification](#)

[Migrant Seasonal Farm Workers](#)

[Incumbent Worker Training](#)

### Hire

#### OhioMeansJobs.com

- ♦ Create an account
- ♦ Post Jobs
- ♦ Search Resumes
- ♦ Pre-Employment Screening
- ♦ Plan a Hiring Event/ Job Fair or Mass Recruitment
- ♦ Promotion of your own Job Fair
- ♦ Veteran Priority of Services

#### Promote Job Opportunities

- ♦ Social Media
- ♦ Share with Workforce Partners

#### Work Opportunity Tax Credit

WOTC is a tax incentive program for businesses hiring individuals from one of several target groups. Credits range from \$1,200 to \$9,600, based on the target group and number of hours worked.

### Train

#### Apprenticeship

Apprenticeships teach high-level skills for today's workplace by combining classroom and on-the-job training.

Visit [www.apprenticeship.ohio.gov](http://www.apprenticeship.ohio.gov) or email [Apprenticeship@jfs.ohio.gov](mailto:Apprenticeship@jfs.ohio.gov)

#### On-the-Job Training

Is a federally funded program that helps employers hire and train individuals for long-term employment.

#### **Benefits to Employers**

- ~ Reimbursement of training costs
- ~ Tailored to employers' needs
- ~ Increased productivity
- ~ Higher retention rates

#### TechCred

Build a stronger workforce with the skills needed in a Tech-Infused economy. Upskill your workforce with TechCred.

### Retrain

#### Incumbent Worker Training

Provides direct financial assistance to train current employees to improve the economic competitiveness of local business.

#### Labor Market Information

Industry reports, labor/occupational statistics, wage data and employment projections relevant to your business size and location.

#### Rapid Response

Rapid Response is dedicated to averting layoffs and re-employment after layoffs occur.

#### SharedWorkOhio

Avoid permanent layoffs with this voluntary layoff program that allows workers to remain employed and employers to retain trained staff.



 Northwest  
 Northeast  
 Central  
 Southwest  
 Southeast

# ApprenticeOhio



- ★ [ApprenticeOhio](#) programs are an inexpensive way to build a highly skilled, motivated workforce. The programs emphasize learning by doing, and they are thriving. More than 19,000 registered apprentices are working in Ohio, in over 200 different occupations.
- ★ Programs can be sponsored by individual employers, trade associations, industry groups, or through partnerships with labor organizations.
- ★ With Apprenticeships, you can:
  - ★ Grow your own workforce
  - ★ Improve productivity and save money
  - ★ Teach the apprentices your company values
  - ★ Train workers the way your company wants them trained
  - ★ Reduce turnover costs and increase employee retention
  - ★ Potentially receive federal Workforce Innovation and Opportunity Act (WIOA) funds
  - ★ Potentially receive the federal Work Opportunity Tax Credit (WOTC)

# Work Opportunity Tax Credit (WOTC)

- ★ The [Work Opportunity Tax Credit \(WOTC\)](#) is a federal tax credit available to employers who hire individuals from eligible target groups, including veterans.
- ★ Learn [How to Participate](#) for steps on accessing our [online application](#) and requesting certification. Employers or agents must apply for, and receive, certification to claim these tax credits. Agents acting on behalf of employers must send a valid [Power of Attorney](#).
- ★ Online applications must be submitted in the Ohio WOTC portal within 28 days of the start to work date to meet the timely filing criteria.

## 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
<b>Entitled to compensation for service-connected disability:</b>	
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 <a href="https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit">https://www.irs.gov/businesses/small-businesses-self-employed/work-opportunity-tax-credit</a>
<b>Unemployed:</b>	
At least 4 weeks	\$2,400
At least 6 months	\$5,600

Find top talent on [OhioMeansJobs.com](https://ohioMeansJobs.com), a One-Stop-shop for Ohio-based companies. Visit our [Hire a Veteran](#) page to learn the benefits of hiring a veteran and becoming a Military Friendly Employer.

## Login or Signup

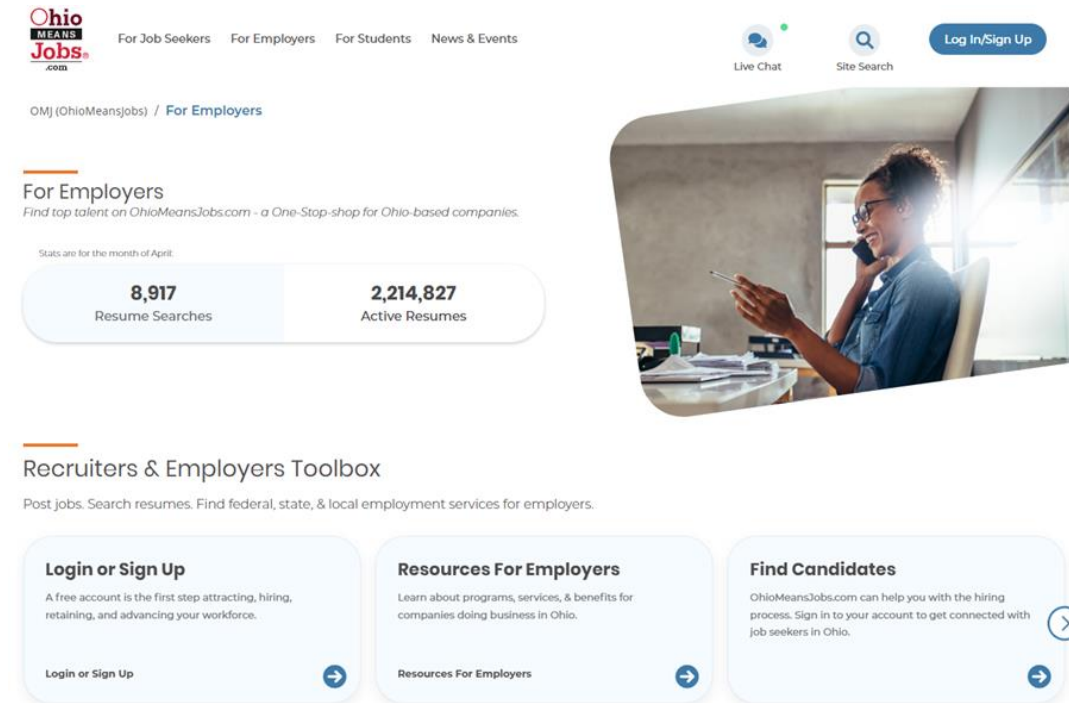
A free account is the 1<sup>st</sup> step attracting, hiring, retaining, and advancing your workforce.

## Resources for Employers

Learn about programs, services, & benefits for companies doing business in Ohio.

## Find Candidates

OhioMeansJobs.com can help you with the hiring process. Sign in to your account to get connected with job seekers in Ohio.

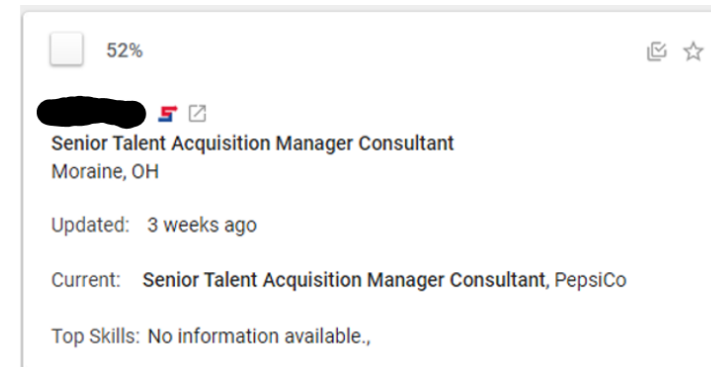
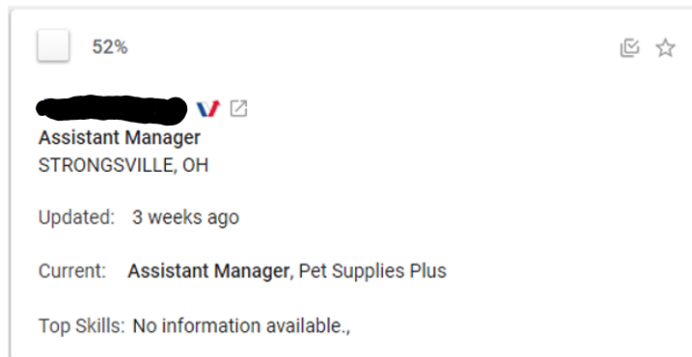


The screenshot shows the OhioMeansJobs.com website interface for employers. At the top, there's a navigation bar with the OhioMeansJobs.com logo and links for 'For Job Seekers', 'For Employers', 'For Students', and 'News & Events'. On the right, there are icons for 'Live Chat', 'Site Search', and a 'Log In/Sign Up' button. Below the navigation bar, the page is titled 'OMJ (OhioMeansJobs) / For Employers'. A sub-header reads 'For Employers' followed by the tagline 'Find top talent on OhioMeansJobs.com - a One-Stop-shop for Ohio-based companies.' Below this, a statistic states 'Stats are for the month of April:'. Two large rounded rectangles display '8,917 Resume Searches' and '2,214,827 Active Resumes'. Further down, a section titled 'Recruiters & Employers Toolbox' includes the text 'Post jobs. Search resumes. Find federal, state, & local employment services for employers.' At the bottom, there are three white boxes with blue borders and right-pointing arrows. The first box is 'Login or Sign Up' with the text 'A free account is the first step attracting, hiring, retaining, and advancing your workforce.' The second box is 'Resources For Employers' with the text 'Learn about programs, services, & benefits for companies doing business in Ohio.' The third box is 'Find Candidates' with the text 'OhioMeansJobs.com can help you with the hiring process. Sign in to your account to get connected with job seekers in Ohio.'

# Veteran Priority in Employer Searches



- ★ When employers search for resumes using keywords, veterans with an uploaded resume matching any of those keywords will appear 1<sup>st</sup> with a Red, White, and Blue letter “V” and Military/Veterans Spouse – Red & Blue “S”

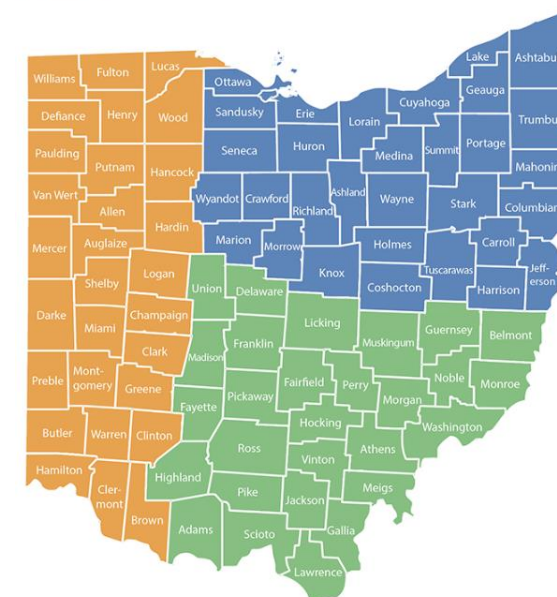


- ★ *We recommend to renew a OhioMeansJobs.com resume every 30 days*



# Ohio DVS Veterans Workforce Team

- ★ Empowering Ohio employers with knowledge of military skills and culture so they can better recognize the advantages of hiring veterans.
- ★ The DVS [Workforce Team](#) provides consultative services for employers interested in hiring and retaining veterans, and in-person training sessions covering a wide array of topics related to veteran acquisition.
- ★ The DVS Workforce Team as a SHRM recertification provider, offers a variety of veteran acquisition SHRM [Training Events](#) held the first Friday of every month to help strengthen your workforce.



Regional Veteran Workforce Consultants

**East Region:** [Tyler Emley](#)

**Central Region:** [Chris Picha](#)

**West Region:** [Kennedy Dennard Sr.](#)

# Ohio National Guard Employer Programs

- ★ The [Employer Support of the Guard and Reserve \(ESGR\)](#) office is the lead U.S. Defense Department program promoting cooperation and understanding between civilian employers and their National Guard and Reserve employees. With an ESGR committee in each state, territory, and the District of Columbia, there is an ESGR representative able to help you forge a stronger bond with your military employees through a greater understanding of their military service.
- ★ The Ohio [National Guard Employment Enhancement Program \(NGEEP\)](#) has employment support specialists throughout Ohio who develop relationships with employers, apprenticeships, and businesses seeking to train and hire Veterans, service members, and Military Family members. The NGEEP has a map of regional contacts that can help share opportunities to units.



[NGEEP Contact List](#)



# U.S. Department of Defense SkillBridge Program



- ★ Looking for transitioning service members returning to Ohio? The [DOD SkillBridge Program](#) may be able to help.
- ★ Helps active duty transitioning service members bridge the gap between their military service and their civilian careers during their last six months of service.
- ★ Employers, think of this program as an internship. The military pays their full salary and benefits, while employers get to “borrow a servicemember” at no cost and design a program that best fits their needs that may lead to a direct hire post-military service.
- ★ Learn more and how to participate on the DOD SkillBridge [Industry Partners / Employers](#) landing page.



## U.S. DOL HIRE Vets Medallion Program



- ★ The Honoring Investments in Recruiting and Employing American Military Veterans ([HIRE Vets\) Medallion Program](#) is a federal-level award that recognizes employers who successfully recruit, employ, and retain America's veterans using set program [criteria](#) (e.g. % of new veteran hires).
- ★ Award recipients receive a certificate and digital images of the medallion for use as part of their marketing and promotional activities.
- ★ Annual employer application period January – April and [awardees](#) announced annually around Veterans Day.
- ★ Materials to inform, print and share can be found [here](#)



## Veteran Workforce Services

Employers can visit [OhioMeansJobs.com](http://OhioMeansJobs.com) to [Find a OhioMeansJobs Center](#) to find local business services or can request assistance on the [Ohio's Workforce Development Team](#) landing page.

For More Information:

1-888-296-7541

[OhioVetsFirst@jfs.ohio.gov](mailto:OhioVetsFirst@jfs.ohio.gov) or [EmploymentServices@jfs.ohio.gov](mailto:EmploymentServices@jfs.ohio.gov)

[Ohiomeansjobs.ohio.gov/for-employers](http://Ohiomeansjobs.ohio.gov/for-employers)

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