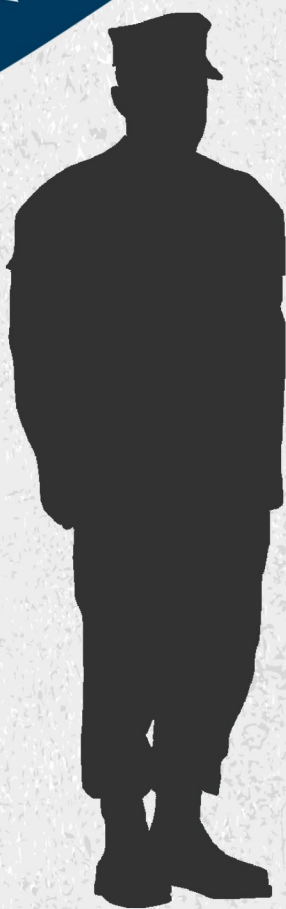




HIRING VETERANS AND MILITARY RETIREES



QUICK DEFINITIONS:

A **Veteran** is a person who served in the active military, naval, or air service and who was discharged or released under conditions other than dishonorable.

A **Retiree** is any member or former member of the uniformed services who is entitled, under statute, to retired, retirement, or retainer pay on account of his or her service.

**All Retirees are Veterans.
Not all Veterans are Retirees.**

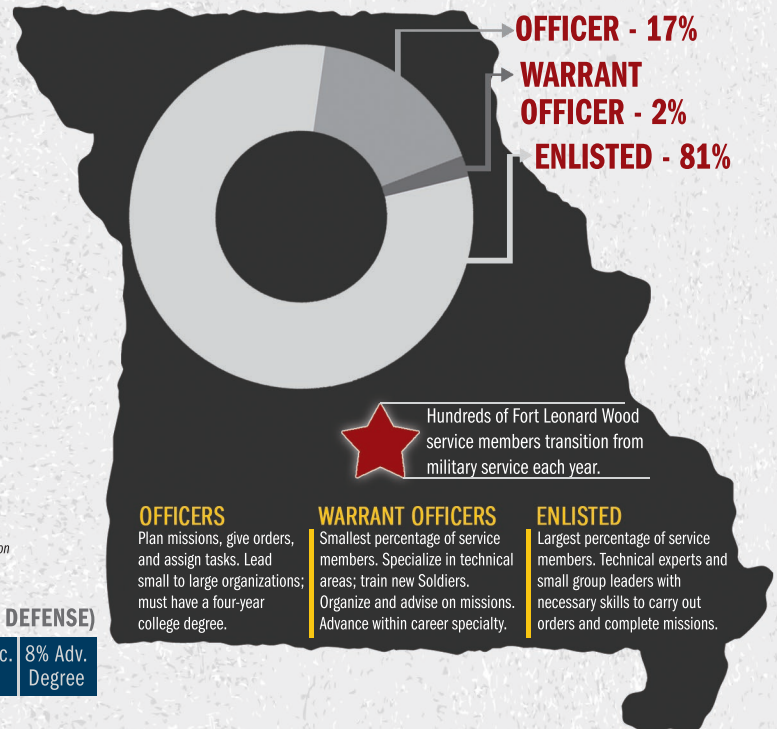
- 1 ADVANCED EDUCATION & CONTINUOUS TRAINING**
Military service members are required to complete formal military training and continuing education courses throughout their careers. Service members are also incentivized to advance their own civilian education. Completion of college courses and degrees factor considerably into their career progression
- 2 ATTRIBUTES & SKILLS**
Military values such as loyalty, duty, and respect are the foundation of military culture. The military also invests significant formal training resources in areas such as interpersonal skills, diversity and inclusion, wellness programs and counseling. Technical skills are enhanced by extensive on-the-job training and hands-on experiences during military careers.
- 3 MILITARY RETIREE BENEFITS**
Service members who are officially retired from military service, as well as their family members, receive invaluable military retiree-benefits, including compensation and health insurance (medical, vision, and dental) benefits for the rest of their lives.
- 4 PRIVATE SECTOR INTERNSHIP & ON-THE-JOB TRAINING PROGRAMS**
The Department of Defense SkillBridge program allows qualifying transitioning service members the opportunity for training and development through apprenticeships or internships during the last 180 days of military service. This program has no cost for employers as service members are still on active-duty service during this time.
- 5 STATE HIRING INCENTIVES**
Missouri's Show-Me Heroes program connects employers with transitioning service members / potential employees who possess valuable skills and a proven work ethic. Missouri businesses can receive a partial reimbursement of wages for on-the-job training if the training is for qualified permanent full-time positions.

FORT LEONARD WOOD'S TRANSITIONING SERVICE MEMBERS

FLW Transitioning Service Member Technical Specialties



*Data captured represents a recent 12 month sample size. Time in service, seniority, rank, levels of experience, responsibility, and education vary within data set.




Hundreds of Fort Leonard Wood service members transition from military service each year.

- OFFICERS**
Plan missions, give orders, and assign tasks. Lead small to large organizations; must have a four-year college degree.
- WARRANT OFFICERS**
Smallest percentage of service members. Specialize in technical areas; train new Soldiers. Organize and advise on missions. Advance within career specialty.
- ENLISTED**
Largest percentage of service members. Technical experts and small group leaders with necessary skills to carry out orders and complete missions.

AVERAGE ACTIVE DUTY MILITARY EDUCATION LEVEL (ACROSS ENTIRE DEPT. OF DEFENSE)

67% High School Diploma/GED/Some College	14% Bachelor Degree	9% Assoc. Degree	8% Adv. Degree
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"The Career Skills Program allowed our organization to bring a transitioning service member onboard as an intern for 90 days while he was still on active duty. We were then able to offer him full time employment. We will continue to benefit from the invaluable skills and attributes that our newly hired veteran brings to our organization."

Dorsey Newcomb, SOP Executive Director

MISSOURI

MILITARY-CONNECTED HIRING

RESOURCE AND CONTACT LIST

CAREER SKILLS PROGRAM

Separating service members can be granted up to 180 days of permissive duty to participate in full-time with approved business/industry partners. These partners offer real-world training and experience in high-demand occupational fields while providing an opportunity to evaluate the Service member's suitability and interest.

Phone: 573- 596-1820

Website: <https://home.army.mil/imcom/index.php/customers/career-skills-program>

FORT LEONARD WOOD JOB FAIRS

FLW hosts job fairs several times each year. Hundreds of transitioning veterans, military spouses, and military retirees attend them to seek out regional employment opportunities. You can find more information by calling the FLW Transition Services Manager.

Phone: (573) 596-7070

MISSOURI DIVISION OF WORKFORCE DEVELOPMENT/TRANSITIONING SERVICE MEMBER LETTER

Governor Parson began an outreach program to attract and retain veterans who are transitioning from military service. Each service member from across the services who transitions from the military here in the state receives a personalized letter from the Governor thanking them for their service and encouraging to consider the benefits of staying in Missouri. Veterans are given a single point of contact with in the Division of Workforce who can provide personalized employment services.

Phone: 573-751-3754

Website: <https://ded.mo.gov/tags/division-workforce-development>

SHOW-ME HEROES PROGRAM

This program offers On-the-job Training (OJT) to help businesses save costs while preparing new hires for vital jobs. The program may reimburse employers 50 percent of the wages paid to employees (up to 1,040 hours of OJT). Military retirees who are not eligible to collect unemployment benefits may not qualify for this program.

Phone: 1-800-592-6020

E-mail: ShowMeHeroes@ded.mo.gov

Website: jobs.mo.gov/vets

WORK OPPORTUNITY TAX CREDIT PROGRAM

This program is a Federal tax credit incentive that Congress provides to private-sector businesses for hiring individuals from nine target groups, including unemployed Veterans. The main objective of this program is to enable the targeted employees to earn a steady income and become contributing taxpayers, while the participating employers are compensated by being able to reduce their federal income tax liability.

Phone: 573-522-9581

Website: www.doleta.gov/business/incentives/opptax