

PROGRAM FEATURES

WHAT IS THE VETERANS EMPLOYMENT NETWORK?

The U.S. Department of Labor has awarded Tampa Crossroads, Inc. funding (FF-HVRP grant) to provide employment training and placement services to qualified Veterans. Job opportunity leads are provided by local businesses and employers who are partners of the Program.

HOW DOES THE PROGRAM PARTNER WITH EMPLOYERS?

Our staff meets with employers in order to understand the hiring process as well as specific training needs and skill sets typically required of job applicants. Once a partnership is established, Program staff will review job order details when positions become available and submit qualified Veteran candidates for consideration.



WHAT IS THE COST?

There is no cost to employers wishing to partner with the Veterans Employment Network Program. The federal funding is aimed at lowering the high rate of unemployment for Veterans residing in Hillsborough County.

HOW DOES AN EMPLOYER BECOME A PARTNER?

Employers seeking to hire a Veteran should contact the **Veterans Assistance Center** at (813) 238-8557 x301 to speak with the Programs Manager, Marie Galbraith.

850,000 Veterans are Unemployed in the U.S.

TIPS ON BECOMING "VETERAN-FRIENDLY"

VETERAN HIRING INITIATIVE

Consider including a Veterans Hiring Initiative as part of your company's overall strategy for human resources. For example, you can educate your recruiters and hiring managers on how to read military resumes and interview Veterans.

MENTORSHIP PROGRAM - VET-TO-VET

Veterans in particular look for connections in the civilian workforce and vet-to-vet mentorship provides someone who has had similar experiences and has already been through the transition process. The guidance, support, friendship and advice from one Veteran to another is unparalleled.

REACH OUT & LEARN MORE

Consider reaching out to your employees to learn who your Veterans are, as well as military spouses and family members. Find out from those groups what you can do to support them and what they can do to help support new Veteran employees in your organization.

ABOUT TAMPA CROSSROADS, INC.

Tampa Crossroads, Inc. is a licensed community based provider, serving those in need for over 35 years. We operate the **Veterans Assistance Center**, licensed residential treatment facilities, transitional housing programs, and out-patient treatment programs in Hillsborough & Pinellas Counties.

Veterans Assistance Center

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VETERANS EMPLOYMENT NETWORK

A Tampa Crossroads, Inc. Veterans' Employment Training & Placement Program



Funded by the U.S. Department of Labor

Homeless Veterans' Reintegration Program

According to the Department of Veterans Affairs, the unemployment rate for recently discharged Veterans is nearly 3 times the national average.

EMPLOYERS: Consider a Veteran when hiring for your next position!



Tampa Crossroads, Inc. is a member of the Hillsborough County Continuum of Care

HIRING OUR VETERAN CANDIDATES MAKES ‘CENTS’ FOR EMPLOYERS

American Jobs Act - Tax Credits

Returning Heroes Tax Credit

A new tax credit for hiring unemployed Veterans based on length of unemployment:

Short-term Unemployed: 40% of first \$6,000 of wages (up to \$2,400) for Veteran unemployed at least 4 weeks.

Long-term Unemployed: 40% of first \$14,000 of wages (up to \$5,600) for Veteran unemployed at least 6 months.



Wounded Warrior Tax Credit

Doubles the existing tax credit for long-term unemployed Veterans with service-connected disabilities.

- Maintains the existing Work Opportunity Tax Credit for Veterans with service-connected disabilities (up to \$4,800).
- A new credit of 40% of first \$24,000 of wages (up to \$9,600) for Veterans with service-connected disabilities who have been unemployed longer than 6 months.

"Today, because Democrats and Republicans came together, I'm proud to sign these proposals into law, and I urge every business owner out there who's hiring to hire a Veteran right away."

-President Barack Obama

November 21, 2011

10 More Reasons to Hire a Veteran

1. **Accelerated Learning Curve** - Veterans can enter your workforce with identifiable and transferable skills, proven in real world situations.
2. **Leadership** - The military trains people to lead by example as well as through direction, delegation, motivation and inspiration.
3. **Teamwork** - Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues.
4. **Diversity & Inclusion in Action** - Veterans have learned to work side by side with a diverse group of people (race, gender, ethnicity, religion, etc).
5. **Efficient Performance Under Pressure** - Veterans understand tight schedules and limited resources.
6. **Respect for Procedures** - Veterans have gained a unique perspective on the value of accountability and understand policies and procedures.
7. **Technology & Globalization** - Veterans can bring the kind of global outlook and technological savvy that all enterprises of any size need to succeed.
8. **Integrity** - Veterans know what it means to do "an honest day's work" with a track record of integrity, often security clearances.
9. **Health & Safety Standards** - Veterans are aware of health and safety protocols both for themselves and the welfare of others.
10. **Triumph Over Adversity** - Veterans have frequently triumphed over great adversity.

Program Services & Support

The **Veterans Employment Network** program supports business owners in providing qualified Veteran candidates that can be "pre-packaged" according to the established needs of the employer.



Job Skills Training

The Program can provide short-term job skills trainings and cover the cost of a variety of certifications, according to the established needs of an employer.

Drug Screening

At no cost to the employer, the Program can present candidates that have passed a 10-panel drug screening.

Background Check

At no cost to the employer, the Program can present candidates that have passed a Level 2 background check.

Work-Related Clothing & Tools

The Program assists Veteran candidates with the costs of any necessary work-related items required for hire, such as uniforms, professional clothing, and specific work tools.

Retention Support Services

Once a candidate is placed into employment, the Program is required to continue providing support for 270 days in order to ensure the Veteran retains employment long-term. As appropriate, Program staff assists with personal and job performance issues, identifying and resolving workplace challenges, money management, and promoting healthy lifestyles.

