

THE SOUTH CAROLINA DEPARTMENT OF VETERANS' AFFAIRS

VETERAN-FRIENDLY EMPLOYER

RECOGNITION PROGRAM



The South Carolina Veteran-Friendly Employer Recognition Program highlights those South Carolina businesses that enable thriving Veterans by:

- **Recruiting** Veterans into the organization.
- **Empowering** Veteran employees to reach their full potential; and
- **Enhancing** the potential of Veteran employees.

ELIGIBILITY CRITERIA

To be eligible for recognition under this program, a business must:

- Employ people in South Carolina; and
- Be in good standing with the US Department of Labor.

RECOGNITION CRITERIA

This program offers recognition at three grades: Bronze, Silver, and Gold. Each grade is associated to a specific standard in recruiting, empowering, and enhancing. To qualify for any grade of recognition, an employer must meet the associated standard in all three areas (recruiting, empowering, and enhancing). An employer that meets the Gold standard in one area, the Silver in a second, and the Bronze in the third is eligible for Bronze recognition. Details for each grade and area are on the back of this document.

APPLYING FOR RECOGNITION

To apply for Gold, Silver, or Bronze recognition as a South Carolina Veteran-friendly Employer, contact us at va@scdva.sc.gov.

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GOLD

SILVER

BRONZE

RECRUITING

- Employer provides Internship or apprenticeship Programs
- Veteran Retention Manager on site
- Hiring managers are present at job fairs and are ready to hire Veterans
- At least 15% of employer's South Carolina Workforce is comprised of Veterans

- Special recognition for Veterans in the work force..Example, recognition on company ID card or Veteran specific lanyard
- Recognition of Veterans on Veteran or military specific holidays
- At least 10% of employer's South Carolina Workforce is comprised of Veterans

- Employer publishes and adheres to a written Veteran hiring preference as part of the hiring procedures
- Veteran Recruiter position
- Supports Employer Support of the Guard and Reserve (ESGR)

EMPOWERING

- At least 15% of senior management positions are Veterans
- Veteran Retention Manager
- Allows time for medical appointments with the United States Veterans Affairs
- Veteran Resource Group is available and meets regularly

- At least 10% of senior management positions are Veterans
- Quarterly Veteran Call
- Veteran Peer to Peer mentoring

- Employer offers a Veteran specific career management program
- Supports and participates in the Ask The Question campaign
- Offers Veteran discounts, parking spots, recognition of Veteran employees

ENHANCING

- At least 75% of hiring managers have completed training in the last 12 months on:
- Creating a Veteran-Friendly Culture and Onboarding Program
 - Hiring and Retaining Veterans with Disabilities
 - Hiring and Retaining Women Veterans
 - Creating a Veteran Spouse Hiring Program

- At least 50% of employer's South Carolina hiring managers have been trained in the past 12 months on
- Creating a Veteran-friendly Culture and Onboarding Program,
 - Hiring and Retraining Veterans with Disabilities,
 - Hiring and Retaining Women Veterans; and
 - Creating a Veteran Spouse Hiring Program.

Employer has a designated Veteran Outreach/ Recruiting/ Retention Coordinator responsible for monitoring Veterans in the organization.

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TRAINING RESOURCES

A variety of resources are available for hiring officials and human resource managers who have not completed Veteran specific training. The following courses are provided through Psych/Armor at no cost to the employer, and aid in:

- Translating military skills and experiences into civilian jobs.
- Hiring and retaining Veterans.
- Creating a Veteran-friendly workplace environment.
- Effectively integrating Veterans into your workforce.
- Other topics relating to recruiting, hiring, and getting the most from Veterans.

Click Below to Access Psych/Armor Trainings

Create a Military-Friendly Culture & Onboarding Program

Hiring & Retraining Veterans with Disabilities

Hiring and Retaining Women Veterans

Creating a Spouse Hiring Program

GETTING ASSISTANCE

The South Carolina Department of Veterans' Affairs can assist employers who wish to improve their utilization of the unique skills and experiences of the South Carolina Veteran population. For more information please contact us at va@scdva.sc.gov.