

# 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](mailto:va@scdva.sc.gov).

# THE SOUTH CAROLINA DEPARTMENT OF VETERANS' AFFAIRS VETERAN FRIENDLY EMPLOYER RECOGNITION PROGRAM CRITERIA

	<b>GOLD</b>	<b>SILVER</b>	<b>BRONZE</b>
<b>RECRUITING</b>	At least 12% of employer's South Carolina workforce is comprised of Veterans	At least 8% of employer's South Carolina workforce is comprised of Veterans	Employer publishes and adheres to a written Veteran hiring preference as part of its internal procedures
<b>EMPOWERING</b>	At least 12% of employer's South Carolina senior management positions are filled by Veterans	At least 8% of employer's South Carolina senior management positions are filled by Veterans	Employer offers a Veteran specific career management program OR Employer offers a Veteran specific intern or apprenticeship program.
<b>ENHANCING</b>	<p>At least 90% of employer's South Carolina hiring managers have been trained in the past 12 months on:</p> <ul style="list-style-type: none"> <li>• Creating a Veteran-friendly Culture and Onboarding Program,</li> <li>• Hiring and Retraining Veterans with Disabilities,</li> <li>• Hiring and Retaining Women Veterans; and</li> <li>• Creating a Veteran Spouse Hiring Program.</li> </ul>	<p>At least 50% of employer's South Carolina hiring managers have been trained in the past 12 months on</p> <ul style="list-style-type: none"> <li>• Creating a Veteran-friendly Culture and Onboarding Program,</li> <li>• Hiring and Retraining Veterans with Disabilities,</li> <li>• Hiring and Retaining Women Veterans; and</li> <li>• Creating a Veteran Spouse Hiring Program.</li> </ul>	Employer has a designated Veteran Outreach / Recruiting / Retention Coordinator with responsibility for monitoring Veterans in the organization and responding to their issues and concerns

# THE SOUTH CAROLINA DEPARTMENT OF VETERANS' AFFAIRS VETERAN FRIENDLY EMPLOYER RECOGNITION 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.

Contact us at [va@scdva.sc.gov](mailto:va@scdva.sc.gov) for information about available training on:

- 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.



## **Veteran Friendly-Employer Recognition Application**

### **Employer Information**

**Organizations Name**

**Mailing Address**

**Phone Number**

**Veteran Hiring Manager or Hiring Manager Point of Contact**

**Email Address**

**Total Number of Employees**

**Total Number of Veteran Employees**

**Please Select Your Company's Primary Industry (Mark with an X)**

- Government
- Professional and Business Services
- Trade, Transportation, Public Utilities
- Leisure and Hospitality
- Financial Services
- Manufacturing
- Retail
- Education
- Health Services
- Construction

**Which Category Are You Applying For?**

- Gold
- Silver
- Bronze

**Is This a Renewal?**

Yes

No

Provide documentation for the specific category you are applying for

**Agreement**

Our organization agrees that all information provided is accurate as of submission date and we agree to abide by the criteria set by the South Carolina Department of Veterans' Affairs. We also agree to maintain current certification level or withdraw from the program if we are unable to meet the requirements set by the South Carolina Department of Veterans' Affairs.

Organization Designated Representative Signature