

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**- Actively seeking out, finding, hiring, and retaining Veterans.
- **Empowering**- Providing an environment and culture in the workplace where Veterans can succeed.
- **Enhancing**- The Knowledge, Skills, and Abilities of Veterans in the workplace.

ELIGIBILITY CRITERIA

1. All applicants must be an Employer based in South Carolina or have multiple positions in which Veterans are hired.
2. Be in good standing with the South Carolina Department of Labor, the Secretary of State, and the Better Business Bureau.
3. The South Carolina Department of Veterans' Affairs evaluates applications on a variety of criteria that highlight employers' best employment practices and Veteran services offered by an employer, and which contribute greatly to the overall success of Veteran employees and their families. Each application is evaluated as to the existence and quality of:
 - o Employer publishes and adheres to a written Veteran hiring preference as part of the hiring procedures.
 - o Employer has a designated Veteran Outreach/Recruiter/Retention Coordinator position responsible for monitoring Veterans in the workplace.
 - o Supports Employer Support of the Guard and Reserve (ESGR).
 - o Supports and participates in the Ask the Question Campaign.
 - o Employer offers a Veteran specific career.
 - o Offers Veteran discounts, parking spots, recognition of Veteran employees.
 - o Special recognition of Veterans in the workplace. Examples recognition on the company ID Card or Veteran specific lanyard.
 - o Recognition of Veterans on Veteran or Military specific holidays.
 - o At least 10% of employer's South Carolina Workforce is comprised of Veterans.
 - o At least 10% of senior management positions are Veterans.
 - o Quarterly Veterans' call.
 - o Veteran Peer to Peer mentoring.
 - o 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 Retaining Veterans with Disabilities.
 - Hiring and Retaining Women Veterans.
 - Creating a Veteran Spouse Hiring Program.
 - o Employer provides Internship or Apprenticeship Programs.
 - o Hiring managers are present at Career Fairs and Hiring Events.
 - o Hiring and Retaining Women Veterans: and
 - o Creating a Veteran Spouse Hiring Program.

THE SOUTH CAROLINA DEPARTMENT OF VETERANS' AFFAIRS VETERAN FRIENDLY EMPLOYER RECOGNITION PROGRAM AWARD LEVELS

GOLD

Gold-Level Awardees receive a minimum overall evaluation score of 90%.

SILVER

Silver-Level Awardees receive an overall evaluation score between 75% and 89%.

BRONZE

Bronze-Level Awardees receive an overall evaluation score between 50% and 74%.

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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.