

Business Benefits of Hiring Veterans



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Coordinator



Veteran Information

2008, US Census Bureau,
American Community Survey:

US Civilian Population
over 18 years old:

228,901,197

US Veteran Population:

20,919,824

MT Civilian Population
over 18 years old

741,354

MT Veteran Population

100,543

The background of the slide is a stylized American flag with a blue field of white stars in the upper left and red and white wavy stripes for the rest of the page.

Veteran Information

2008, US Census Bureau,
American Community Survey:

MT Veterans in the labor force but unemployed:

1566

Why hire a Veteran \$

Veterans are accelerated learners.

Training a new employee costs money:

- Productivity for the trainee

- Productivity for the trainer

- Hourly wage of the trainee

- Hourly wage of the trainer

Training costs can be cut by hiring someone who learns quickly. \$\$\$ can be saved in productivity and training time.

Why hire a Veteran \$

Veterans know team work.

Projects often require input from more than one person.

When a team is needed to accomplish a project or task, a veteran will understand their responsibility and how it impacts the project.

Missed deadlines, incomplete tasks cost money. Save \$\$\$ by avoiding these.

Why hire a Veteran \$

Veterans know how to work in diverse groups.

Veterans can work side by side with individuals regardless of diverse race, gender, geographic origin, ethnic background, religion or economic status.

Reorganizing work groups often consumes time and resources. Because veterans require less reorganizing, the company will save \$\$\$.

Why hire a Veteran \$

Veterans are efficient and perform under pressure.

Veterans understand the ramifications of working quickly and efficiently under pressure.

Schedules can be adhered to with limited resources which saves \$\$\$.

Why hire a Veteran \$

Veterans understand the importance of following health and safety procedures

Work place injuries cost companies millions of dollars a year. Most work place injuries can be avoided by following established safety procedures.

Companies save \$\$\$ by not having to pay out for work place injuries by hiring veterans.

Why hire a Veteran \$

Veterans triumph over adversity

Veterans know how to accomplish tasks, regardless of the situation. They have been in mission critical situations demanding endurance, stamina, and adaptability.

Companies save \$\$\$ by achieving desired production rates regardless of the unforeseen events that may adversely affect them.

More \$\$\$ by hiring vets

Work Opportunity Tax Credit (WOTC)

4 Ways:

- 1) Qualified Veteran
- 2) Unemployed Veteran
- 3) Veteran in VA Vocational Rehabilitation
- 4) Disabled Veteran

(Remember to file for the WOTC with in the first 28 days of hire.)

www.wsd.dli.mt.gov/wotc/wotc.asp

Contact Christy Robbins at 406-444-9046 / 800-726-0615

crobbins@mt.gov

Fax 406-444-3037

More \$\$\$ by hiring vets

Work Opportunity Tax Credit (WOTC)

Qualified Veterans *(must meet both criteria)*

- Veteran must have served for 180 or more days
- In the last 15 months they are a member of a family receiving at least 3 months of food stamps (individual must be listed as part of the household.)

More \$\$\$ by hiring vets

Work Opportunity Tax Credit (WOTC)

Unemployed Veterans *(must meet all 3 criteria)*

- Veteran must have served for 180 or more days *or* have been discharged with a service connected disability
- Been discharged within 5 years from the hiring date
- Received unemployment benefits for no less than 4 weeks during the year prior to hire

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Work Opportunity Tax Credit (WOTC)

Disabled Veterans *(must meet both criteria)*

- Veteran must have a Service Connected Disability
 - Be discharged with in the last 12 months
- OR
- Be unemployed for at least 6 months of the last 12 months. (Based on wage data information.)

More \$\$\$ by hiring vets

Work Opportunity Tax Credit (WOTC)

Veteran in VA Vocational Rehabilitation

- Veteran must be receiving Chapter 31 benefits under Title 38

More \$\$\$ by hiring vets

Work Opportunity Tax Credit (WOTC)

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Special Employer Incentive (SEI)

This is for Veterans who have been re-trained by the Veterans Administration (VA) and are facing extraordinary obstacles to employment.

Example: There is a Veteran who has PTSD and is an amputee. You really like this person, think they have what it takes to do the job, but are very concerned about how you might reasonably accommodate their disabilities and how hiring them will affect your production rates.

The SEI will allow you to hire this individual and be reimbursed from VA Vocational Rehabilitation & Employment (VR&E) for up to 50% of the wages for 6 months. Also VR&E will help pay for reasonable accommodations for the veteran due to their disability.

More \$\$\$ by hiring vets

Non-Paid Work Experience (NPWE)

This is for veterans seeking employment in local, state or federal government office. It does *not* count against the agency's Full Time Employee (FTE) *and* the agency does not pay the veteran.

While the office has no obligation to hire the veteran, the goals of this program are:

To allow the veteran to gain or strengthen particular skill sets
and

The veteran obtaining full-time permanent employment in that office.

More \$\$\$ by hiring vets

On the Job Training

The employer hires the veteran at an apprentice wage and VR&E supplements the wage up to journeyman wage.

As the veteran progresses thru training the employer begins to pay more of the salary until the veteran reaches journeyman level and the employer is paying all of the salary.

VR&E will also pay for any necessary tools.

More \$\$\$ by hiring vets

Federal Resources for Tax Breaks

Architectural / Transportation Tax Deduction (IRC Section 190)

This is a deduction a business can take for making a facility or public transportation vehicle more accessible to persons who are disabled or elderly.

Disabled Access Credit (IRC Section 144)

Tax credit for eligible small business that pays or incurs expenses to provide access to persons with disabilities. The expense must be for the specific purpose of complying with the Americans With Disabilities Act of 1990 (ADA).

The background of the slide is a faded, waving American flag. The stars and stripes are visible but semi-transparent, allowing the text to be the primary focus.

Bottom Line

Employers have the option to hire anyone they choose.

Veterans are a rare group or category of persons who can offer the vast array of desired qualities a company wants in their employees.

Hiring Veterans provides the company with several opportunities for tax breaks, or incentives.

Vet Style Review

Veterans...

Are Accelerated Learners

Know Team Work

Know How to Work in Diverse Groups

Are Efficient and Perform Under Pressure

Understand the Importance of Following Health and Safety Procedures

*WOTC
Eligible*

4 Work Opportunity Tax Credit

Special Employer Incentive
Non-paid Work Experience
On the Job Training

Federal Resources for receiving a tax break for being accessible to persons with disabilities.

Who to contact in your area

The next time you have a position you want to fill, please call us.

Tim Wilmot	Billings	655-6077	twilmot@mt.gov
Craig Meredith	Billings	655-6090	cmeredith@mt.gov
Shannon Kadrmas	Glendive	377-3314	skadrmas@mt.gov
Joesette Lindvold	Miles City	232-8345	jlindvold@mt.gov
Jim Korth	Bozeman	582-9224	jkorth@mt.gov
Mike Hall	Butte	494-0316	michaelh@mt.gov
Grant Ellison	Butte	494-0305	gellison@mt.gov
Bev Hagen	Havre	262-2804	bhagen@mt.gov
Tom Mohler	Kalispell	758-6220	tmohler@mt.gov
Bill Gilbert	Kalispell	758-6230	wgilbert@mt.gov
Mark Larson	Helena	447-3207	mlarson@mt.gov
Dave Delaney	Great Falls	791-5819	ddelaney@mt.gov
Joe Fletcher	Great Falls	791-5820	jfletcher@mt.gov
Gary Swartz	Missoula	542-5754	gswartz@mt.gov
J.R. Strand	Missoula	542-5743	jstrand@mt.gov
Amee Bush	Hamilton	375-6041	abush@mt.gov
Diana Thomas	Hamilton	375-6053	dthomas@mt.gov
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Kevin Conners	Lewistown	535-1561	kconners@mt.gov
Lee Erickson	Glasgow	228-3931	leerickson@mt.gov
Tina Whiting	Helena	444-1672	twhiting@mt.gov



Are there any questions?

Evaluation

Thank you.

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