



Benefits of Hiring Missouri's Veterans and Service Members



Definitions

Veteran: A person who served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge.
(Title 38 USC, Chapter 42. US DOL)

Service Member: A person who has served in the past or is serving currently in any of the active or reserve components of the United States Armed Forces.



MISSOURI HIRES ITS VETERANS

Why Hire Military Personnel?

- *Largest System of Professional and Technical Training*
- *Experience*
- *Leadership and Responsibility*
- *Team Mentality and Diversity*



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Professionalism

“Many entry level workers lack several characteristics of professionalism: Appropriate appearance, punctuality, regular attendance, honesty, attentiveness, and task completion.”

- Rachel Emma Silverman, The Wall Street Journal



By virtue of the nature of their work, Service Men and Women have a degree of professionalism and workplace readiness not generally seen in civilian workers with comparable time in the workforce.



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Incentives

Work Opportunity Tax Credits (WOTC)

- Disabled Veteran Tax Credit (up to \$4,800)
- Disabled Veteran Unemployment Tax Credit (up to \$9,600)
- Unemployed Veteran Tax Credit (Up to \$5,600)

Show-Me Heroes OJT

- On the Job Training
- Up to 50% reimbursement of wages during training



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Show-Me Heroes

Show-Me Heroes & Efficiency

Multi-Agency Integration

- Missouri National Guard
- Employment Support of the Guard and Reserve (ESGR)
- Missouri Department of Economic Development
- Missouri Division of Workforce Development



Show-Me Heroes: How It Works

SMH – MONG

Direct access to all current MONG Soldiers and Airmen allows for targeted marketing of open positions

SMH – ESGR

Working together to plan, promote, and execute career fairs and employer workshops across the state

SMH – MO DED

Coordinating the communication and promotion of efforts and Veterans employment issues and initiatives statewide

SMH – MO DWD

Direct integration providing access to all DWD departments and resources centrally and throughout the state



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Call to Action

Take the Show-Me Heroes Pledge

Indicate your willingness to seek out Veterans as the best qualified candidates for vacancies within your organization.

Sign the ESGR Statement of Support

Support Missouri's Guard and Reserve troops and their decision to serve their State and Country part-time.

www.Jobs.Mo.Gov

Connect with tens of thousands of experienced Military and civilian job-seekers and leverage local experts and all of the free resources offered by DED and DWD.



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Show-Me Heroes

Connect With Us!



Show Me Heroes



@ShowMeHeroes



Show-Me Heroes Working Group



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Thank You For Your Time!

Questions?



www.ShowMeHeroes.mo.gov



Show-Me Heroes