

“Regardless of their generation, Veterans have the skills that every employer seeks: team player; strong work ethic; unwavering loyalty; and the ability to start a job and finish it all the way through.”

— **Robert A. Lutz**

*Vice Chairman of General Motors
Product Development*

“We rely on the caliber of individuals produced by today’s military to help meet our hiring needs. I’ve spent my career hiring Veterans, because they continually raise the bar and always deliver results.”

— **Robert L. Nardelli**

*Chairman, President and CEO
The Home Depot*

**SIMPLY PUT: VETERANS ARE GOOD
FOR THE BOTTOM LINE.**



Please add “Veterans Encouraged to Apply” to all your job postings!



**HIRING
AMERICA'S
FINEST**

CONTACT A VETERANS EMPLOYMENT REPRESENTATIVE TODAY!

Located throughout the state at Minnesota WorkForce Centers, Veterans Employment Representatives help eligible Veterans develop customized solutions to meet their employment goals and help businesses hire Veterans. All for NO FEE!

1-888-GET-JOBS (1-888-428-5627)

TTY 1-800-657-3973

mn.gov/deed/veterans

Minnesota

Department of Employment and Economic Development

Minnesota Veterans.

Good for Business.

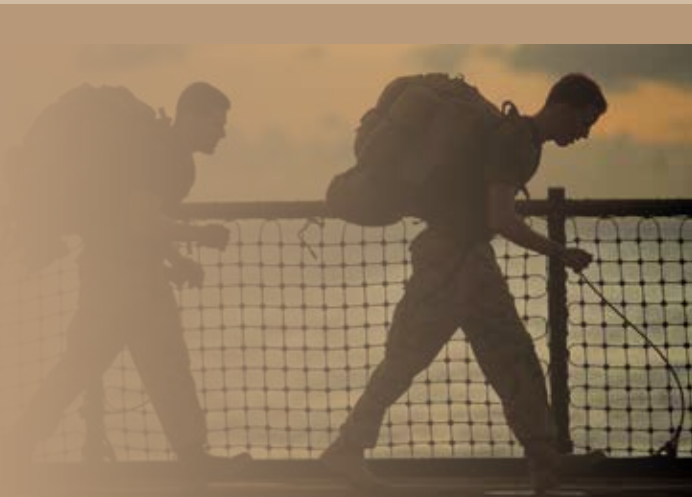
IT'S NOT GOOD WILL.

IT'S GOOD BUSINESS.

An equal opportunity employer and service provider.
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Minnesota
Department of Employment and Economic Development





Hiring a Minnesota Veteran is good business

Education. Training. Values. Leadership. Teamwork. Veterans bring all this and more to the workplace. There are many good reasons to hire a Veteran.

- **Fast learning curve and transferable skills.**

Veterans can quickly learn new skills and concepts, many of which transfer to civilian jobs.

- **Experience with advanced technology.**

The high-tech modern military prepares Veterans for working with the most advanced information technology.

- **Leadership.** The military trains people how to lead, especially under difficult circumstances.

- **Teamwork.** Veterans know how to blend individual talents into a productive group.

- **Ability to work well under pressure and triumph over adversity.** Veterans know how to meet tight deadlines, even with limited resources. They have experience overcoming difficult situations, achieving goals through strength and determination.

Other things to consider when hiring:

A new state law, **Minnesota Statute 197.4551**, gives some limited protection to private employers with hiring policies that give preference to hiring Veterans. The law also allows hiring preferences for spouses of disabled or deceased Veterans. The new statute states that private-sector employers with Veteran hiring preferences no longer violate the law. Businesses may want to consult their attorneys when devising any preferences to ensure they comply with all federal and state anti-discrimination laws.

Businesses are encouraged to accept military training and experience in lieu of formal civilian educational requirements. Many times equipment, tools, and processes used in your business are the same as those used in the military

...and it's as easy as 1-2-3.

Visit mn.gov/deed/veterans for complete details. For now, start with these three easy steps.

1 STEP ONE. POST YOUR JOB OPENINGS ON MINNESOTAWORKS.NET

MinnesotaWorks.net is an online database with thousands of job listings from private employers, and thousands of resumes of Veterans looking for their next great opportunity. Minnesotaworks.net is the single largest source of Veterans seeking work. Post your job openings on Minnesotaworks.net and label them "Veteran-friendly".

2 STEP TWO. CONTACT A VETERANS EMPLOYMENT REPRESENTATIVE

Veterans Employment Representatives can help you recruit Veterans for your business most effectively. They will explain the resources available through DEED, help you network your job opportunities with Veterans groups and organizations, and make sure you are aware of incentives, tax breaks, and OFCCP requirements for recruiting Veterans. They are available to meet with you at your business location, or in the local WorkForce Center." Find your local Veterans Employment Representative at: mn.gov/deed/veterans

3 STEP THREE. CONNECT WITH YOUR LOCAL YELLOW RIBBON NETWORK

Beyond the Yellow Ribbon supports Minnesota service members and their families before, during and after deployment with community support, training, services and resources. Get connected to your local Yellow Ribbon Network, to help identify service members in your community that are looking for employment opportunities. Visit the Beyond the Yellow Ribbon website: www.BeyondTheYellowRibbon.org.