



National Veterans'
Technical Assistance Center

What is Meaningful Employment?

Virtual Learning Course Series 4, Session 1 of 4
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Today's Presenter



Sarah Chung

Training and Technical Assistance Coach

✉ contact@nvtac.org

Reminder

Homeless Veterans' Reintegration Program (HVRP) best practices will be shared during this session. The National Veterans' Technical Assistance Center (NVTAC) encourages all grantees to utilize best practices that may improve their service delivery. Before implementing a practice discussed during this session, please review your award statement of work and contact your Grant Officer's Technical Representative (GOTR) to discuss if it is an allowable cost or activity or if it requires an amendment to your approved plan.

Agenda

- NVTAC Overview
- What is meaningful employment?
- Good Jobs Principles
- Practical Applications
- Resources
- Closing

NVTAC Overview

Meet the NVTAC Coaches



Sarah Chung

Training and Technical Assistance Coach

✉ contact@nvtac.org



Temitope Fagbemi

Training and Technical Assistance Coach

✉ contact@nvtac.org



Chris Taylor

Training and Technical Assistance Coach

✉ contact@nvtac.org



Miranda Moffat

Outreach Coach

✉ contact@nvtac.org

NVTAC Overview (1 of 3)

- Provide technical assistance designed to increase grant recipients' ability to establish and operate successful HVRP grants
- Support HVRP grant recipients throughout their period of performance to ensure that challenges are resolved quickly
- Provide effective training and peer-to-peer learning opportunities that result in increased knowledge and adoption of innovative practices among HVRP programs nationwide

NVTAC Overview (2 of 3)

- Provide technical expertise to federal staff to assist in policy development in support of program oversight and strategic planning for the future of HVRP
- Quantify grant recipients' customer satisfaction and share promising practices and lessons learned

NVTAC Overview (3 of 3)

For questions about...	Contact:	NVTAC	GOTR
Collaboration and Partnerships		✓	
Coordinated Entry and Homelessness Systems		✓	
Enrollment at the American Job Center		✓	✓
Financial Management (i.e. Close-Out)			✓
Grant Amendments			✓
Outreach, Intake, and Assessment		✓	
Job Development and Placement		✓	
Outreach to Veterans, Employers, or Partners		✓	
Project Budget (i.e. SF-424, SF-424A, Budget Narrative)			✓
Quarterly Reporting (i.e. TPR and TPN)			✓
Training for New Staff		✓	
Working with Special Populations		✓	
Participant Training		✓	
HVRP Staff Retention		✓	
Follow-Up Strategies		✓	
Corrective Action Plans (CAP)		✓	

What is Meaningful Employment?

What does meaningful employment mean to the veteran?

- Employment that aligns with the veteran's values, interests, strengths, and priorities
- May help to contribute to the veteran's idea of fulfillment and purpose in life
- Having the ability to showcase, hone, and advance skills will help the veteran feel a sense of accomplishment
- Not a one size fits all approach. The Individualized Employment Plan (IEP) should outline the goals and objectives to reach meaningful employment.

Good Jobs Principles

Good Jobs Principles

1. Recruitment and Hiring
2. Benefits
3. Diversity, Equity, Inclusion, and Accessibility (DEIA)
4. Empowerment and Representation
5. Job Security and Working Conditions
6. Organizational Culture
7. Pay
8. Skills and Career Advancement

[\(U.S. Department of Labor \[DOL\] Good Jobs Principles\)](#)

Principle One: Recruitment and Hiring

- Qualified applicants are actively recruited – especially those from underserved communities. Applicants are free from discrimination, including unequal treatment or application of selection criteria that are unrelated to job performance
- Applicants are evaluated with relevant skills-based requirements
- Unnecessary educational, credentials, and experience requirements are minimized

[\(DOL Good Jobs Principles\)](#)

Principle Two: Benefits

- Full-time and part-time workers are provided family-sustaining benefits that promote economic security and mobility
- These include health insurance, a retirement plan, workers' compensation benefits, work family benefits, such as paid leave and caregiving supports, and others that may arise from engagement with workers
- Workers are empowered and encouraged to use these benefits

([DOL Good Jobs Principles](#))

Principle Three: DEIA

- All workers have equal opportunity
- Workers are respected, empowered, and treated fairly
- DEIA is a core value and practiced norm in the workplace
- Individuals from underserved communities do not face systemic barriers in the workplace
- Underserved communities are persons adversely affected by persistent poverty, discrimination, or inequality, including Black, Indigenous, people of color; LGBTQ+ individuals; women; immigrants; veterans; individuals with disabilities; individuals in rural communities; individuals without a college degree; individuals with or recovering from substance use disorder; and justice-involved individuals.

([DOL Good Jobs Principles](#))

Principle Four: Empowerment and Representation

- Workers can form and join unions
- Workers can engage in protected, concerted activity without fear of retaliation
- Workers contribute to decisions about their work, how it is performed, and organizational direction

([DOL Good Jobs Principles](#))

Principle Five: Job Security and Working Conditions

- Workers have a safe, healthy, and accessible workplace, built on input from workers and their representative
 - Workers have job security without arbitrary or discriminatory discipline or dismissal
 - They have adequate hours and predictable schedules
 - The use of electronic monitoring, data, and algorithms is transparent, equitable, and carefully deployed with input from workers
 - Workers are free from harassment, discrimination, and retaliation at work
 - Workers are properly classified under applicable laws
 - Temporary or contractor labor solutions are minimized
- ([DOL Good Jobs Principles](#))

Principle Six: Organizational Culture

- All workers belong, are valued, contribute meaningfully to the organization, and are engaged and respected, especially by leadership

([DOL Good Jobs Principles](#))

Principle Seven: Pay

- All workers are paid a stable and predictable living wage before overtime, tips, and commissions
- Workers' pay is fair, transparent, and equitable
- Workers' wages increase with increased skills and experience

([DOL Good Jobs Principles](#))

Principle Eight: Skills and Career Advancement

- Workers have equitable opportunities and tools to progress to future good jobs within their organizations or outside them
- Workers have transparent promotion or advancement opportunities
- Workers have access to quality employer- or labor-management-provided training and education

([DOL Good Jobs Principles](#))

State and Federal Employment

Benefits of Federal Employment

- Federal employment comes with [many benefits](#), including, but not limited to:
 - Competitive salary with most positions following the [General Schedule \(GS\) pay system](#)
 - Incentives and awards
 - Student loan repayment or forgiveness
 - Alternate work schedules
 - Pay and leave flexibilities
 - Options for telework

Benefits of State Employment

- Similarly to federal employment, state employment includes competitive salaries and benefits packages
 - Specific benefits of state employment vary between states and territories
- Options for flexibility, leave packages, reduced childcare, student loan forgiveness, and more

Find State Employment Benefits for Your State or Territory

- [Alabama](#)
- [Alaska](#)
- [Arizona](#)
- [Arkansas](#)
- [California](#)
- [Colorado](#)
- [Connecticut](#)
- [Delaware](#)
- [Florida](#)
- [Georgia](#)
- [Hawaii](#)
- [Idaho](#)
- [Illinois](#)
- [Indiana](#)
- [Iowa](#)
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- [Rhode Island](#)
- [South Carolina](#)
- [South Dakota](#)
- [Tennessee](#)
- [Texas](#)
- [Utah](#)
- [Vermont](#)
- [Virginia](#)
- [Washington](#)
- [West Virginia](#)
- [Wisconsin](#)
- [Wyoming](#)
- [Guam](#)
- [Puerto Rico](#)

Veterans' Preference (1 of 2)

- Veterans who are disabled who served on active duty in the Armed Forces during certain specified time periods or in military campaigns are [entitled to preference](#) over others in hiring for most federal government jobs
- The [Veterans' Preference Advisor](#) is one of a series of Employment Laws Assistance for Workers and Small Businesses (elaws) Advisors developed by DOL to help both employers and employees understand their rights and responsibilities under federal employment laws

Veterans' Preference (2 of 2)

- [Veterans Employment Opportunity Act of 1998](#) (VEOA) is a special hiring authority, which gives eligible Veterans access to positions that otherwise may have only been available to current competitive service employees.
 - [U.S. Office of Personnel Management](#) (OPM)
 - Webpage includes information on Veterans Preference, VEOA, and other special hiring authorities for veterans.

Practical Applications

Practical Applications (1 of 3)

- Motivational interviewing (MI)
- Developing and consistently updating the Individual Employment Plan (IEP)
- Highlighting and showcasing transferable skill sets and credentials
- Learn new skills that are currently in demand
 - Assist veterans with looking for training opportunities to enhance their skill sets.
 - Working with and partnering with the American Job Centers (AJCs) on training opportunities, and employment opportunities.

Practical Applications (2 of 3)

- Find a mentor in your chosen career field
- Consider volunteer work to get their “foot in the door”
- Dress for success when networking and interviews
- Think outside the box when networking
- Practical real-world examples
 - Helping the veteran weigh the pros and cons
 - Breaking down what the benefits are: Examples such as location, quality of life, etc.
 - Upward career advancement opportunities

Practical Applications (3 of 3)

- Career searching tools and platforms
 - Filter for specific wages, location, and what is meaningful for the veteran
 - [O*NET OnLine](#)
 - Indeed, LinkedIn, Career Builder, and possibly Craigslist (safely)
 - Researching company websites of interest
 - Learn everything possible about the company, mission, vision, values, etc.
- Discussing interview skills, resume and cover letter building

What are your strategies to help veterans find meaningful employment?

What are some lessons learned about finding meaningful employment?

Resources

- [“Pay for Success” helps veterans with post-traumatic stress disorder \(PTSD\) find and keep meaningful jobs](#)
- [Meaningful Work Kit - Stanford University](#)
- [DOL Good Jobs Principles](#)
- [O*NET OnLine](#)
- [U.S. Office of Personnel Management](#)
- [Veterans Employment Opportunity Act of 1998](#)
- [Veterans’ Preference](#)
- [Veterans’ Preference Advisor](#)
- [Federal Employee Compensation Package](#)
- [Salaries & Wages](#)



Questions?

Thank you!

Email: contact@nvtac.org

Website: nvtac.org