

Vietnam Era Veterans' Readjustment Assistant Act (VEVRAA):
Hiring Techniques for Veterans



A rule change to the Vietnam Era Veterans' Readjustment Act (VEVRAA) requires that federal contractors and subcontractors who hold a contract for \$100,000.00 or more in business with the federal government take specific steps to recruit and retain protected veterans. Federal contractors must:

- (1) Have a benchmark goal of least 8% of *their employees* identified as protected veterans as defined by the Act
- (2) *Actively recruit* employees who are protected veterans
- (3) *Maintain records* on protected veterans
- (4) Train employees who will be working with these protected veterans

This monumental change will require the need to recruit, interview and ultimately hire persons protected veterans in order to meet the goal of a workforce in which 8% of employees are part of this class of protected veterans.

To provide the highest level of professionalism in our service offerings, Gilman Performance Systems (GPS) has enlisted the expertise of Sharon Denson, M.Ed., J.D., the Director of Business Partnership and Outreach for the Connecticut Business Leadership Network, owner of Aldot Training and Motivation and an experienced consultant in disability employment, in order to assist companies who must comply with VEVRAA. Ms. Denson holds a Master of Education Degree from the University of Illinois and a Juris Doctor Degree from Quinnipiac University School of Law. GPS's track record of supplying the highest level of interviewing skills training to HR professionals combined with Ms. Denson's corporate training experience and knowledge of diversity related employment law enable us to offer training designed to bring your HR and diversity practices to the next level.

To help meet this challenge, we are providing workshops which will:

- Offer your company the information and training you need to become compliant with the newly revised VEVRAA
- Aid you in the successful recruitment of veterans by creating a veteran friendly recruiting and interviewing process
- Train Recruiters, Human Resource Professionals and Hiring Managers to increase their skills and comfort level around interviewing candidates who are veterans both with and without disabilities, These will be provided through public seminars, on-site workshops, or webinars to meet different client needs.
- Consult with your company on all aspects of compliance with VEVRAA. We can be your "go to" resource for VEVRAA compliance.

Behavioral interview skills, competency model application, and recruitment process consulting are available to support your organizations' needs.

For more information contact *Sharon Denson*, President, Aldot Training and Motivation at (860)232-3204 or aldot@prodigy.net or *David Gilman*, President of Gilman Performance Systems, Inc., at (203) 740-9767 or dgilman@gpsadvantage.com.