



Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA) Best Practices for Federal Contractors

- Create veteran “affinity” or employee resource groups (ERGs) that encourages veterans to join and participate.
- Understand veterans and range of health issues they may face – veterans can have physical impairments such as musculoskeletal injuries and pain, as well as mental health issues such as post-traumatic stress disorder. Being aware of these potential impairments will better prepare you to determine appropriate reasonable accommodations with an applicant or employee should the need arise.
- Enlist the assistance of individuals and organizations with a mission to help veterans gain employment. For additional resources, please visit https://www.dol.gov/ofccp/regs/compliance/resources_recruit.htm
- Enlist the support of professionals in local U.S. Department of Veterans Affairs Medical Center social services offices.
- Develop professional relationships with:
 - The local veterans’ employment representative at your [local employment service office](#) (also known as American Job Centers).
 - Veteran representatives at colleges and technical schools.
 - Personnel on military bases involved in the transition of military personnel to the private sector.
- Review employment policies and practices to ensure that spouses (and other associates) of protected veterans are not discriminated against in employment because of that relationship.
- Apply for the U.S. Department of Labor’s [HIRE Vets Medallion Award](#), which recognizes employers for their investments in recruiting, employing, and retaining veterans. The award signals to veterans that recipients are veteran-ready employers.

- Learn how OFCCP ensures equal employment opportunity for military spouses through [Directive 2020-01](#) and the [answers to frequently asked questions](#) related to military spouses. In addition, the Veterans' Employment and Training Service provides [employment resources for military spouses](#).
- For additional resources on the best practices for veterans with disabilities, please visit <https://www.dol.gov/ofccp/Section503-FocusedReviews/files/Section503BestPractices.pdf>
- Use veteran buddy/mentoring programs. According to Military.com, a best practice would be to identify veterans willing to sponsor new hires through the orientation, onboarding, and growth, or consider engaging civilian employees who have a passion for the veteran experience and who can serve as a guide for the veteran employee who will likely have questions during their career at the company.
- Recruit at veteran job fairs.
- Include the related Military Occupational Specialty (MOS) when advertising jobs.
- Proactively evaluate personnel data of protected veterans, protected veteran spouses (to the extent data is available), and protected veterans with disabilities – including, hiring, promotions, and compensation data – to determine if any unlawful disparities exist.

Stakeholder Resources

- VEVRAA compliance assistance information:
<https://www.dol.gov/ofccp/regs/compliance/vevraa.htm>
- VEVRAA and Section 503 compliance assistance information:
<https://www.dol.gov/ofccp/regs/compliance/Resources.htm>
- The U.S. Department of Labor's Veterans' Employment and Training Service (VETS) prepares America's veterans, service members, and their spouses for meaningful careers, provides them with employment resources, protects their employment rights, and promotes their employment opportunities. VETS also administers the Uniformed Services Employment and Reemployment Rights Act (USERRA), which establishes reemployment rights for employees returning from military service.
 - General FAQs:
<https://www.dol.gov/agencies/vets/resources/generalfaq>
 - Federal Contractor Reporting Requirements under VEVRAA:
<https://www.dol.gov/agencies/vets/programs/vets4212>
 - Know your Rights under USERRA:
<https://www.dol.gov/agencies/vets/programs/userra/aboutuserra>
- [CareerOneStop](#)
- [USA.gov/veteran-health](https://www.usa.gov/veteran-health) is a helpful portal for background, tools, and resources on medical issues and health benefits for veterans. Employers can also use it to accommodate and support their veteran employees who have physical or mental impairments.
- [U.S. Department of Veteran Affairs](#)
- [Hire Heroes USA](#)

The contents of this document do not have the force and effect of law and are not meant to bind the public in any way. This document is intended only to provide ideas that may help federal contractors meet their equal employment opportunity obligations.