

**WE ARE YOUR DOL**



Department  
of Labor

# HIRING VETERANS

Helping the men and women who have served our country find employment is an integral part of the New York State Department of Labor's commitment to our veterans. Veterans are incredibly hardworking and loyal, and can bring vital skill sets to your business.

## WHY HIRE VETERANS

### ABILITY TO LEARN NEW SKILLS AND CONCEPTS

The skills Service Members have learned and applied in real-world situations in the military make them ideal candidates to enhance your organization's productivity.

### STRONG LEADERSHIP QUALITIES

The military trains Service Members to lead by example as well as through direction, delegation, motivation and inspiration in some of the toughest situations imaginable.

### FLEXIBILITY

While military duties stress teamwork and group productivity, they also build individuals who are able to perform independently at a very high level.

### DIVERSITY AND STRONG INTERPERSONAL SKILLS

Service Members have learned to work side by side with individuals regardless of race, gender, religion, ethnic and cultural backgrounds, economic status, and geographic origins as well as mental, physical and attitudinal capabilities.

### ABILITY TO WORK EFFICIENTLY

Service Members have developed the capacity and time-management skills needed to know how to accomplish tasks correctly and on time, despite limited resources and immense pressure.

### RESPECT FOR PROCEDURES

Service Members know how policies and procedures enable an organization to be successful.

## ACCOUNTABILITY

Service Members understand the obligation that comes with being responsible for the actions of subordinates and how to appropriately elevate issues through the proper supervisory channels.

## HANDS-ON EXPERIENCE

From communications technology to the security of computer networks and hardware, Service Members must stay aware of emerging technologies in the public and private sector.

## STRONG PERSONAL INTEGRITY

An employee with a proven track record of trustworthiness is an asset to an organization.

## TAX INCENTIVES FOR HIRING VETERANS

### WORK OPPORTUNITY TAX CREDIT (WOTC)

Businesses that hire veterans who qualify under the Veterans Opportunity to Work (VOW) to Hire Heroes Act can receive a federal tax credit up to \$9,600.

For information on how to apply for WOTC credits, call the NYS Department of Labor at **1-888-4-NYSDOL** or visit our website at [www.labor.ny.gov](http://www.labor.ny.gov).

### HIRE-A-VET CREDIT

The Hire-a-Vet Credit encourages the hiring of qualified veterans. Businesses may earn up to \$15,000 for hiring a qualified veteran and up to \$20,000 for hiring a qualified disabled veteran.

For information on the Hire-a-Vet Credit, call the NYS Department of Taxation and Finance at **518-485-6027** or visit their website at [www.tax.ny.gov](http://www.tax.ny.gov).

## HOW TO HIRE A VETERAN

The NYS Department of Labor helps businesses hire veterans through quality referrals, career fairs and customized recruitments. For more information on these services, please call: **1-800-HIRE-992**.

The New York State Department of Labor is an Equal Opportunity Employer/Program. Auxiliary aides and services are available upon request and free of charge to individuals with disabilities TTY/TDD 711 or 1-800-662-1220 (English) / 1-877-662-4886.

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