



## Gerstco News and Resources

Affirmative Action Planning Regulatory Updates,  
Resource Library, Forms, and Web Links



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## VEVRAA and the Jobs for Veterans' Act of 2003 Affirmative Action Requirements

VEVRAA and the Jobs for Veterans' Act of 2003 require Federal contractors to take affirmative action to employ and advance in employment, "protected veterans"; qualified special disabled veterans, veterans of the Vietnam era, recently separated veterans, other protected veterans, disabled veterans, and Armed Forces service medal veterans.

**Posting Requirement:** VEVRAA obligates federal contractors to post all US open positions at State Employment Services (SES), or with *local employment services where the opening occurs*. For a directory of nationwide State Employment Services visit: [http://www.careeronestop.org/JobSearch/COS\\_jobsites.aspx](http://www.careeronestop.org/JobSearch/COS_jobsites.aspx).

**Outreach & Recruiting:** VEVRAA and JVA and their implementing regulations require federal contractors to do outreach and proactive recruiting for disabled veterans and other veterans. Activities can include: contacting Local Veteran's Employment Representatives in the Department of Labor and the Department of Veterans Affairs Regional Office nearest a hiring establishment. For a complete list of compliance activities, see [http://www.dol.gov/dol/allcfr/Title\\_41/Part\\_60-250/41CFR60-250.44.htm](http://www.dol.gov/dol/allcfr/Title_41/Part_60-250/41CFR60-250.44.htm)

**Resources within the Department of Labor:** DOL provides a hands-on approach to positive recruitment. Veterans Representatives are available at most State Employment Services to coach veterans through transitioning to civilian life. This includes job placement. Contractors can identify a Local Veteran's Employment Representative by visiting the **Career One Stop** resource locator at <http://www.servicelocator.org/> The Career One Stop organization is supported by the Department of Labor.

Local Veterans Affairs offices at [http://www2.va.gov/directory/guide/vetcenter\\_fish.asp](http://www2.va.gov/directory/guide/vetcenter_fish.asp)

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### Veterans' Outreach and Recruiting Sources

In support of compliance efforts under VEVRAA, the following are resources providing community outreach, recruiting, and employer education:

- Cleared Connections, (703) 860-2246, <http://www.clearedconnections.com/>
- Commissioned Officers Association, Job Fairs, 1-800.662.2620, <http://www.ncoausa.org/>
- CONNECT!, (408) 730-7830, <http://connect.one-stop.org/>
- Helmets-to-Hardhats, 866-741-6210, <http://helmetstohardhats.org/>
- Disabled Veterans Department of Defense, 1-888-DOD-4USA (1-888-363-4872) or TTY 703-696-5436 (Deaf/Hard of Hearing), <http://www.dodvets.com/>
- Hire Heroes USA, 1-866-915-HERO, <http://www.hireheroesusa.org/companies>

- Military Hire, <http://www.militaryhire.com/>
  - North Valley Job Training Consortium (NOVA), 408-730-7232  
(<http://www.novaworks.org/>)
  - Recruit Military, 1- 800-226-0841, <https://www2.recruitmilitary.com/>
  - Swords to Plowshares, (415) 252-4788, <http://www.swords-to-plowshares.org/>
  - Veterans Enterprise, 1-818-654-0870, <http://www.veteransenterprise.com/>
  - Vets Jobs, 1.877.VETJOBS, <http://www.vetjobs.com/>
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