



South Carolina Veteran-Friendly Employer Recognition Program

The South Carolina Veteran-Friendly Employer Recognition Program highlights those South Carolina businesses that enable thriving Veterans by:

- Recruiting Veterans into the organization.
- Empowering Veteran employees to reach their full potential; and
- Enhancing the potential of Veteran employees.

Eligibility Criteria. To be eligible for recognition under this program, a business must:

- Employ people in South Carolina; and
- Be in good standing with the US Department of Labor.

Recognition Criteria. This program offers recognition at three grades: Bronze, Silver, and Gold. Each grade is associated to a specific standard in recruiting, empowering, and enhancing. To qualify for any grade of recognition, an employer must meet the associated standard in all three areas (recruiting, empowering, and enhancing). An employer that meets the Gold standard in one area, the Silver in a second, and the Bronze in the third is eligible for Bronze recognition. Details for each grade and area are on the back of this document.

Getting Assistance. The South Carolina Department of Veterans' Affairs can assist employers who wish to improve their utilization of the unique skills and experiences of the South Carolina Veteran population. Contact us at va@scdva.sc.gov for information about available training on:

- Translating military skills and experiences into civilian jobs;
- Hiring and retaining Veterans;
- Create a Veteran-friendly workplace environment;
- Effectively integrating Veterans into your workforce;
- Other topics relating to recruiting, hiring, and getting the most from Veterans.

Applying for Recognition. To apply for Gold, Silver, or Bronze recognition as a South Carolina Veteran-friendly Employer, contact us at va@scdva.sc.gov.



South Carolina Veteran-Friendly Employer Recognition Program

Grade	Standards		
	Recruiting	Empowering	Enhancing
Gold	At least 12% of employer's South Carolina workforce is comprised of Veterans	At least 12% of employer's South Carolina senior management positions are filled by Veterans	At least 90% of employer's South Carolina hiring managers have been trained in the past 12 months on: <ul style="list-style-type: none"> • Creating a Veteran-friendly Culture and Onboarding Program; • Hiring and Retraining Veterans with Disabilities; • Hiring and Retaining Women Veterans; and • Creating a Veteran Spouse Hiring Program
Silver	At least 8% of employer's South Carolina workforce is comprised of Veterans	At least 8% of employer's South Carolina senior management positions are filled by Veterans	At least 50% of employer's South Carolina hiring managers have been trained in the past 12 months on: <ul style="list-style-type: none"> • Creating a Veteran-friendly Culture and Onboarding Program; • Hiring and Retraining Veterans with Disabilities; • Hiring and Retaining Women Veterans; and • Creating a Veteran Spouse Hiring Program
Bronze	Employer publishes and adheres to a written Veteran hiring preference as part of its internal procedures	Employer offers a Veteran-specific career management program <p style="text-align: center;"><u>OR</u></p> Employer offers a Veteran-specific intern or apprenticeship program	Employer has a designated Veteran Outreach / Recruiting / Retention Coordinator with responsibility for monitoring Veterans in the organization and responding to their issues and concerns



Veteran Friendly-Employer Recognition Application

Employer Information

Organizations Name

Mailing Address

Phone Number

Veteran Hiring Manager or Hiring Manager Point of Contact

Email Address

Total Number of Employees

Total Number of Veteran Employees

Please Select Your Company's Primary Industry (Mark with an X)

- Government
- Professional and Business Services
- Trade, Transportation, Public Utilities
- Leisure and Hospitality
- Financial Services
- Manufacturing
- Retail
- Education
- Health Services
- Construction

Which Category Are You Applying For?

- Gold
- Silver
- Bronze

Is This a Renewal?

Yes

No

Provide documentation for the specific category you are applying for

Agreement

Our organization agrees that all information provided is accurate as of submission date and we agree to abide by the criteria set by the South Carolina Department of Veterans' Affairs. We also agree to maintain current certification level or withdraw from the program if we are unable to meet the requirements set by the South Carolina Department of Veterans' Affairs.

Organization Designated Representative Signature