

MASSACHUSETTS WORKFORCE DEVELOPMENT SYSTEM

Mass Workforce Issuance

100 DCS 15.109

Policy

Information

To: Chief Elected Officials
Workforce Development Board Chairs
Workforce Development Board Directors
Title I Administrators
Career Center Directors
Title I Fiscal Officers
DCS Operations Managers

cc: WIOA State Partners

From: Alice Sweeney, Director
Department of Career Services

Date: November 17, 2017

Subject: **HIRE Vets Medallion Program**

Purpose: To notify Local Workforce Development Boards, One-Stop Career Center Operators and other local workforce partners of the U.S. Department of Labor announcement of its Final Rule for the Honoring Investments in Recruiting and Employing (HIRE) American Military Veterans Act. The law, signed by President Trump in May creates the HIRE Vets Medallion Program.

Background: The HIRE Vets Medallion Program will recognize companies and organizations for their efforts to recruit and retain America's military service Veterans. The Program will launch as a demonstration in 2018 with about 300 participating employers and fully implemented in 2019.

The HIRE Vets Medallion Program provides a way to recognize companies and organizations that make a strong commitment to hiring Veterans. In the Final Rule that creates the HIRE Vets Medallion Program, the Department's Veterans' Employment and Training Service details the criteria*, process, timelines, and procedures for employers to follow to qualify and apply for the award (<https://www.regulations.gov/document?D=VETS-2017-0001-0001>)

The Final Rule also describes how the Department will review applications, and determine and notify award recipients. All organizations with at least one employee are eligible to apply for a HIRE Vets Medallion.

The Secretary of Labor will recognize successful applicants with an award and a virtual HIRE Vets Medallion that can be placed on websites, used in social media, and in printed materials. The Final Rule establishes gold and platinum award levels in categories for small, medium, and large employers.

In 2018, the Department will use the criteria, forms, online application portal, application review process, and types of awards in keeping with the Final Rule. The demonstration will be geared toward recognizing up to 300 organizations on Veterans Day 2018 for their contributions to Veteran recruitment, employment, and retention.

Employers seeking further information should visit www.HIREVets.gov for updates, or contact HIREVETS@dol.gov.

** Regarding the Human Resources Veterans' Initiative: This proposed definition applies to the small and medium employer award criteria at proposed §§ 1011.105(b)(5)(i) and 1011.110(b)(4)(iii). This criterion is a variation on the dedicated human resources professional criterion for the large employer platinum award. Instead of needing to employ a dedicated human resources professional (as defined above), an employer satisfies the human resources Veterans' initiative criterion if the employer provides hiring, training, and retention support for Veteran employees. Employers must provide support in all 3 of these areas. An employer would not satisfy this criterion if it only provided support in one or 2 of these areas. This adjusted definition recognizes that not all small and medium employers will employ dedicated human resources professionals. Additionally, this definition does not require that this support be provided by employees of the applicant. An applicant can satisfy this criterion by contracting out or partnering with a third-party that provides this support so long as the support provided otherwise meets this definition. **One way an employer may satisfy the hiring support portion of the human resources Veterans' initiative criterion is by partnering with an American Job Center that is part of the nationwide workforce development system as defined in Section 3(67) of the WIOA.***

Action

Requested: Please share the information with staff, partners and employers as appropriate.

Attachments: A: HIRE Vets Medallion Program Fact Sheet
B: Federal Register, DOL Veterans' Employment and Training (20 CFR Part 1011) – [Final Rule](#)