

## **Veterans Network Directory - Montgomery County, MD**

## **Employment and Job Training**

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This is a project of the Montgomery County Commission on Veterans Affairs.

To submit an update, add or remove a listing, or request an alternative format, please contact: MCCVA@montgomerycountymd.gov.

Bill 46-09: Hiring Preference for People with Disabilities and Veterans with Disabilities - Effective May 18, 2010

## Veterans and the Americans with Disabilities Act: A Guide for Employers

www.eeoc.gov/laws/guidance/veterans-and-americans-disabilities-act-guide-employers

The U.S. Equal Employment Opportunity Commission (EEOC) issued this new guide on how the ADA applies to recruiting, hiring, and accommodating Veterans with disabilities. The guide also briefly explains distinctions between the ADA and the Uniformed Services Employment and Reemployment Rights Act (USERRA).

## **American Corporate Partners (ACP)**

Email: info@acp-usa.org

www.acp-usa.org/mentoring-program

212-752-0700 (V)

ACP's free Mentoring Program connects post-9/11 veterans, active duty spouses and eligible military spouses (Protégés) with corporate professionals (Mentors) for customized mentorships. ACP assists veterans and eligible spouses on their path towards fulfilling, long-term careers, whether the veteran is job searching or newly employed.

Typical mentorship goals include:

- · Résumé review and interview preparation
- Career exploration and understanding job opportunities
- Career advancement once a position is obtained
- Work-life balance
- Networking
- · Small business development
- Leadership and professional communication

An ACP mentorship is a yearlong commitment. ACP encourages Mentors and Protégés to connect for monthly discussions to advance the Protégés goals.

Each mentorship is supported by an ACP staff member who offers customized resources, training and suggestions and to help the pair build a successful mentorship. Most mentoring pairs are long-distance and communicate primarily through phone, videoconference and email exchanges.

#### Career One-Stop - Veteran and Military Transition Center - U.S. Department of Labor

Email: <u>info@careeronestop.org</u> www.careeronestop.org/Veterans/default.aspx 1-877-872-5627 (Toll Free) 1-877-889-5627 (TTY)

One-stop website for employment, training, and financial help after military service. Search for a job and find guidance on resumes, interviews, apprenticeships and more. Information on education and training options as well as benefits and assistance.

#### Compensated Work Therapy - U.S. Department of Veterans Affairs

#### www.va.gov/health/cwt

#### **Baltimore VA Medical Center**

10 North Green Street Baltimore, MD 21201

410-642-2441 x 25725 (V)

www.va.gov/maryland-health-care/locations/baltimore-va-medical-center

#### **Washington DC VA Medical Center**

50 Irving Street, Northwest Washington, DC 20422

202-745-8000 (V)

## www.va.gov/washington-dc-health-care/locations/washington-va-medical-center

Compensated Work Therapy (CWT) is a clinical vocational rehabilitation program that provides evidence based and evidence informed vocational rehabilitation services. The VA has partnerships with business, industry and government agencies to provide veteran candidates for employment and veteran labor, and employment supports to veterans and employers. CWT programs strive to maintain highly responsive long-term quality relationships with business, government agencies, and industry promoting employment opportunities for Veterans with physical and mental health challenges. CWT programs are located within all VA medical centers.

#### Easterseals DC MD VA - Veteran Staffing Network / Homeless Veteran Reintegration Program

1420 Spring Street Silver Spring, MD 20910 301-588-8700 (V)

Email: careercoach@eseal.org

www.veteranstaffingnetwork.org

**Veteran Staffing Network** is a national nonprofit staffing agency that connects employers with top-tier military talent and helps veterans and their spouses find meaningful jobs. VSN supports multiple disciplines and industries, placing thousands of veterans and military spouses in positions across the country, from executive to entry-level. Provides temp-to-perm, contract, and direct-hire placements. Provides supportive services to prepare veterans and their spouses to become job ready. Focus on the individual needs of employers and veterans, provide the best personal match for each position and the support our nation's veterans need to successfully transition back to the civilian world.

**Homeless Veterans Reintegration Program** helps homeless veterans and veterans at risk of homelessness prepare for long-term employment and receive support for complex transitional needs. Serve homeless veterans, incarcerated veterans, homeless female veterans, and their families. Services include job training, counseling, and placement services, as well as assistance with Veterans Administration benefits, health issues, housing, and transportation.

#### Feds Hire Vets - U.S. Office of Personnel Management

Veterans Programs 1900 E Street, NW, Room 7439-AF Washington, DC 20415 Email: fedshirevets@opm.gov 202-606-7304 (V)

www.opm.gov/fedshirevets

Information for job seeking veterans, transitioning military service members, their families, veterans currently employed by the Federal Government, and Federal hiring officials. Assist individuals when determining a veteran's special rights and privileges for Federal civil service employment. Visit the Virtual Classroom for information about finding and applying for Federal careers, writing a Federal resume and more.

Expand opportunities to hire and retain veterans, transitioning military service members and their families who have the experience, skills and competences the Federal Government needs.

In addition to Executive Order 13518, Employment of Veterans in the Federal Government, the Veterans Programs Office also assists in the administration of the Military Spouse Noncompetitive Appointing Authority and the Diversity, Equity, Inclusion and Accessibility in the Federal Workforce Executive Orders.

#### GallantFew

Karl Monger, Executive Director and Founder

817-203-4375 (V)

Email: info@gallantfew.org

www.gallantfew.org

Nonprofit dedicated to helping veterans achieve a smooth, peaceful and successful transition by connecting transitioning veterans with previously, successfully transitioned veterans in the same local town. Prevent veteran isolation by connecting new veterans with hometown veteran mentors. Help veterans from all branches of uniformed service. The program encompasses mentorship in the main fitness areas of transition: emotional, spiritual, physical, professional, and social. Objectives within each fitness area are:

- Emotional. A personal growth mindset with a sound emotional state.
- · Physical. Healthy and fit lifestyle.
- · Spiritual: A life of purpose and direction.
- · Professional. A fulfilling career, education, and financial growth.
- · Social. Integration and leadership in civilian communities.

The end state: a life full of hope and purpose.

#### **Hire Heroes USA**

Email: clientsupport@hireheroes.org

1-844-634-1520 (Toll Free)

#### www.hireheroesusa.org

Provide free career placement assistance to U.S. military members, veterans and military spouses. Transition Specialists work to create a tailored civilian resume that translates military experience into civilian terminology; teach effective job search, networking and interviewing techniques; and assist with connecting you to companies who want to hire Veterans and military spouses. Also work with companies to hire and retain veterans.

## Job Opportunities for Disabled American Veterans

Email: info@disabledperson.com

760-420-1269 (V)

## www.jofdav.com

Free online job board for disabled veterans to post their resumes and employer to post their jobs. To post a resume, job seekers must first fill out an online registration. Offer resume advice, scholarships, and free Microsoft Imagine Academy courses. Hosted by Disabled Person, Inc.

#### Military to Federal Jobs (Mil2FedJobs) - Maryland Department of Labor

#### www.dllr.state.md.us/mil2fedjobs

Help connect transitioning veterans with federal jobs. The Mil2FedJobs portal uses veterans' military occupational codes (MOC) to query federal openings that match their qualifications on the USAJOBS Web tool. The portal also allows civilian hiring managers to identify specific military occupations that share attributes with specific jobs in their agencies. Developed by the Maryland Department of Labor Division of Workforce Development and Adult Learning with funding from the U.S. Department of Labor Veterans Employment and Training Service.

## **Military Connection**

## https://militaryconnection.com/jobs/

Free online directories of resources and information on military education and benefits including the GI Bill, military loans, employment opportunities, job fairs, job tips, hiring articles, expert advice from veterans, pay charts and salary calculators.

#### **Military Spouse Jobs Corporate Career Network**

Email: askus@militaryspousejobs.org

1-877-696-7226 (Toll Free)

https://militaryspousejobs.org

Non-profit organization providing employment services to military spouses, caregivers and military family members. Oneon-one assistance is provided by trained Employment Specialists who develop a plan for an individual's job search based on their unique needs and focusing on resume review; interview training and prep; LinkedIn optimization; job search techniques; connection to employer partners for positions; and local and national resource referral including gap skill training and other educational opportunities. Operates as an employment partner to all branches of the Armed Forces, including the National Guard and Coast Guard.

## Military.com - Veteran Jobs

#### www.military.com/veteran-jobs

Free veteran jobs board. Find jobs with military-friendly companies, build and post your civilian resume and network with veterans to make the most out of your military skills and experience in the civilian world.

#### **Mission Beelieve**

4585 Babylon Road Taneytown, MD 21787 727-804-5251 (V)

Email: missionbeelieve@gmail.com

www.missionbeelieve.com

Mission is to support the physical, mental, and emotional well-being of veterans and first responders through the therapeutic and enriching practice of beekeeping. By offering a peaceful and grounding environment for personal growth and connection with nature, through the management of their colonies. We aim to empower and heal those who have served our country and help them transition to a successful and fulfilling civilian life.

# Montgomery County Office of Human Resources – Hiring Preferences / Employment Initiatives for Veterans and Veterans with Disabilities

101 Monroe Street, 7th Floor

311 (in the county)

Rockville, Maryland 20850

240-777-0311 (out of the county)

Email: OHR@montgomerycountymd.gov

www.montgomerycountymd.gov/hr/recruitment/hiring-preferences.html

Priority consideration is given to the following persons in the following order:

- A veteran with a disability
- An equal preference for a veteran without a disability and for a person with a disability.

## Hiring Preference Requirements for a Veteran with a Disability:

- Must be rated and placed in the highest rating category on the eligible list;
- Must be a veteran rated by the Department of Veterans Affairs with a compensable service-connected disability of 30 percent or more;
- Must have been honorably discharged from a branch of the United States armed services; and
- Must not have used veteran's credit to receive priority consideration for appointment to a Montgomery County position.
- Hiring Preference Requirements for a Veteran without a Disability:
- Must be rated and placed in the highest rating category on the eligible list;
- Must have been honorably discharged from a branch of the United States armed services; and
- Must not have used veteran's credit to receive priority consideration for appointment to a Montgomery County position.
- Prior to appointment to a Merit System position, eligible veterans will be required to submit a copy of form DD 214 for verification of military discharge information.

# Hiring Preference Points for Veterans in Public Safety Uniformed Positions: Police Officer, Firefighter, and Correction Officer

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If you wish to claim any of the above preferences for a Merit System position, you must answer the Hiring Preference online questions as part of your application. These questions can be found in the Equal Employment Opportunity Section (Step 2) of the application process. If you are placed in the highest rating category on the eligible list for positions that you apply for, you will be asked to provide the required verification documents. Please email the Office of Human Resources at OHR@montgomerycountymd.gov if you have any questions.

This information is voluntary but must be provided in order to claim employment preference. It will be kept confidential and will only be used during the hiring process to apply employment preference and will not be used in evaluating your application.

## My Next Move for Veterans – U.S. Department of Labor

#### www.mynextmove.org/vets

Over 900 career options for veterans who are current job seekers. Free search engine where veterans can enter their prior military experience (branch of service and military occupation code or title) and link to the information they need to explore information on civilian careers and related training, including information they can use to write resumes that highlight related civilian skills.

## Onward to Opportunity (O2O)

## https://ivmf.syracuse.edu/onward-to-opportunity/

Utilizes an online learning platform to help active duty, selected reserve, veterans, and military spouses learn business, technology, and other relevant skills to accomplish their personal and professional goals.

Participants may choose to work towards one of our supported industry certifications administered by globally recognized organizations. O2O combines industry-validated curricula, strong partnerships, comprehensive career coaching and employer relations services to match program participants with job opportunities or professional development – leading to meaningful career opportunities.

There are no monetary costs. O2O does not use your GI Bill or VA education benefits The application process, advising support coursework, practice exams, one industry certification exam fee, and career services support are free of monetary cost to eligible participants. Due to the grant supported funding involved to plan for successful program completion, each eligible candidate is able to participate ONLY ONCE in the program. When admitted to the program, plan to commit time to complete the coursework within 90 days of program start (your program advisor will outline the expectations at the start of the program).

## VetNet

## https://ivmf.syracuse.edu/programs/entrepreneurship/resources/vetnet/

Innovative networking tools, career training, job opportunities, entrepreneurship classes online and at no cost to participants.

Programs Offered by the Syracuse University D'Aniello Institute for Veterans and Military Families.

## **Operation New Start: Veteran Reintegration Program - Sheppard Pratt**

## Email: veterans@sheppardpratt.org

410-938-4357 (V)

#### www.sheppardpratt.org/care-finder/employment-support-for-homeless-veterans

Guide homeless veterans in obtaining and retaining employment. Services include outreach assistance in locating support services in the community; training, job development, and employment referrals; coaching, counseling and mentoring through the first 180 days on the job; and assisting veterans with eliminating barriers to employment. Provide services throughout Maryland. Programs are grant funded from the U.S. Department of Labor and the U.S. Department of Veterans Affairs.

## Operation Warfighter (OWF) - U.S. Department of Homeland Security

Email: warriorcare@osd.mil@osd.mil www.dhs.gov/operation-warfighter

202-357-1268 (V)

Temporary assignment/internship program developed by the Department of Defense (DoD) for service members who are convalescing at military treatment facilities across the United States. Designed to provide meaningful activity outside of the hospital environment that assists in their wellness and offers a formal means of transition back to the military or civilian workforce. Provides an opportunity for service members on medical hold to build their resumes, explore employment interests, develop job skills, and gain valuable federal government work experience that will help them prepare for their adjustment to the workplace. Each service member must contact DoD's OWF Program Manager, Office of Wounded Warrior Care & Transition Policy, DoD, at <a href="mailto:warriorcare@osd.mil">warriorcare@osd.mil</a> prior to placement in a Federal internship program. Participants must be American citizens who are on active duty in the military (including the National Guard and Reserves). They must also fulfill the security clearance requirements set by the office where they intend to work.

#### **Phoenix Computers**

11910-G Parklawn Drive Rockville, MD 20852 Email: <a href="mailto:pciappt@gmail.com">pciappt@gmail.com</a> www.phoenixcomputers.info 301-881-4500 (V)

Hours: Walk-ins accepted

Mondays and Wednesday, 10 a.m. to 4 p.m.

Local all volunteer 501(c)3 non-profit that serves the Washington DC area. Provides low-cost refurbished computers to low-income families and individuals with disabilities. Work with the VA locally to help veterans return to the workplace and communicate with their health care providers and support teams in the VA. Referral is needed in order to obtain a computer. Referrals can be obtained from VA support staff or from another organization.

## RecruitMilitary

Email: <a href="mailto:support@recruitmilitary.com">support@recruitmilitary.com</a>
<a href="mailto:http://recruitmilitary.com">http://recruitmilitary.com</a>

1-800-226-0841 (Toll Free)

Helps employers connect with veterans. Services are free of charge to veterans and their spouses during their job search. Full-service military-to-civilian recruiting firm in the United States. Use online and offline products to connect employers, franchisors, and educational institutions with men and women who are transitioning from active duty to civilian life, veterans who already have civilian work experience, members of the National Guard and reserve forces, and military spouses. Serve veterans of all ranks/states and branches of the armed forces, and our services are free to all men and women who have a military background. Register for free to search their online database of jobs and to receive invitations to opportunity and job fairs in your area. Publish Search & Employ® veteran-hiring publication.

#### Soldier for Life - Transition Assistance Program (TAP) - U.S. Army

4550 Parade Field Lane, Suite 303 Fort Meade, MD 20755

301-677-9871 (V)

Email: usarmy.meade.imcom-atlantic.mbx.soldier-for-life-tap@army.mil

https://home.army.mil/meade/index.php/about/Garrison/directorate-human-resources/soldier-life-transition-assistance-program-sfl-tap

TAP ensures that every eligible transitioning service member gains the knowledge, skills, and self-confidence necessary to be competitive and successful in the global workforce and empowers members to make informed career decisions through benefits counseling and employment assistance.

## Veteran and Military Spouse Talent Engagement Program (VMSTEP) – U.S. Department of Veterans Affairs

#### http://vaforvets.va.gov

Provides employment readiness assistance and outreach to transitioning service members, veterans, and eligible military spouses while advocating the use of special hiring authorities, employment programs, and veteran retention strategies to help VA become the employer of choice for veterans and military spouses.

**VA for Vets:** Initiative helps veterans and transitioning military service members find meaningful careers. At VA for Vets, job seekers, VA Veteran Employees, VA Human Resources (HR) professionals and supervisors can find a multitude of resources to support veteran hiring. Additionally, veterans can check out job openings above or visit <a href="www.usajobs.gov">www.usajobs.gov</a> for additional federal employment opportunities.

**Recruitment and Career Readiness Support**: Provides employment readiness assistance to transitioning service members, veterans, and military spouses by providing training resources (virtual training webinars and videos) to include military skills translator tool and conducting workshops to assist with writing federal resumes, navigating USAJOBS and interview techniques to name a few.

**Disabled Veterans Affirmative Action Program (DVAAP):** Supports and promotes the recruitment and hiring of returning injured service members and disabled veterans to increase employment opportunities for veterans with disabilities throughout the Department of Veterans Affairs. More information: www.vaforvets.va.gov/docs/DVAAP FactSheet.pdf.

**Deployment and Reintegration Services (USERRA):** Provides guidance to military service members, VA supervisors and HR professionals on the rights under the Uniformed Services Employment and Re-employment Rights Act (USERRA) to help prepare for deployment and reintegrate back into their respective office in VA.

## Veteran Readiness & Employment (VR&E) Program - U.S. Department of Veterans Affairs

## **Baltimore VA Regional Benefit Office**

1-800-827-1000 (Toll Free)

Federal Building 31 Hopkins Plaza, Suite 214 Baltimore, MD 21201

## **National Capital Region VA Regional Benefit Office**

1722 I Street NW Washington, DC 20006

#### www.va.gov/careers-employment/vocational-rehabilitation

Services to help with job training, education, employment accommodations, resume development, and job seeking skills coaching. Other services may be provided to assist veterans and service members in starting their own businesses or independent living services for those who are severely disabled and unable to work in traditional employment.

# Veteran Services - Workforce Development & Adult Learning - Maryland Department of Labor, Licensing and Regulation (DLLR)

LeRoy Thomas, DLLR Veterans Program Manager

410-767-2015 (LeRoy Thomas)

Email: <a href="mailto:leroy.thomas@maryland.gov">leroy.thomas@maryland.gov</a>

https://dllr.state.md.us/employment/veteranservices.shtml

## **WorkSource Montgomery – American Job Center**

George Hawley, LVER / DVOPS
11510 Georgia Avenue, Suite 100
Wheaton, MD 20902

240-283-1542 (George Hawley - Office) 410-241-7586 (George Hawley – Work Cell)

Email: george.hawley@maryland.gov

## **WorkSource Montgomery – American Job Center**

12900 Middlebrook Road Germantown, MD 20874 240-406-5485 (Germantown)

Email: info@worksourcemontgomery.com

Local Veterans Employment Representatives work with businesses, contractors, and employer organizations within local areas to develop career opportunities for veterans. Disabled Veterans Outreach Program staff also provide specialized intensive employment assistance to eligible veterans with employment and training needs. American Job Centers offer a

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variety of services to assist veterans, transitioning military personnel, and other qualified individuals. Staff will help you, the transitioning service member or veteran, successfully transition to a rewarding career. Priority of service is given to veterans and their eligible spouses who meet certain eligibility requirements. Additional information regarding services and resources is found at DLLR's Maryland Workforce Exchange Virtual One Stop.

## Veterans Conservation Corps (VCC) - Maryland Department of Natural Resources

## https://dnr.maryland.gov/publiclands/Pages/Veterans-Conservation-Corps.aspx

443-510-9920 (V)

Empower veterans and engage them in conservation service work on public lands. The VCC's work in State Parks uses veterans' unique background, diverse job skills and service ethic to address pressing conservation needs on public lands. The focus of the VCC is to develop veterans professionally through training and on the job experience within the Maryland Park Service and the Department of Natural Resources. These are full-time, paid, year-round positions. The host site for the VCC crew is Merkle Natural Resources Management Area in Prince George's County, MD.

## Veterans' Employment and Training Service (VETS) - U.S. Department of Labor

#### www.dol.gov/vets

#### **District of Columbia Office**

Lane V. Williams, DVET U.S. Department of Labor 4058 Minnesota Avenue NE, Suite 4007 Washington, DC 20019

Email: william.lane.v@dol.gov

#### **Maryland Office**

Stephanie M. Wiggins, DVET U.S. Department of Labor 1100 North Eutaw Street, Room 201 Baltimore, MD 21201 Email: wiggins.stephanie.m@dol.gov 240-867-2409 (Stephanie M. Wiggins)

202-671-2179 (Lane V. Williams)

VETS programs are designed to prepare transitioning service members, veterans and their spouses through training opportunities, available grants and by providing employment resources and the expertise to assist them in finding a meaningful career in the civilian world. VETS protects service members' and veterans' civilian employment rights under certain conditions and also recognizes employers for their investments in recruiting, employing, and retaining our nation's heroes. Contact your local Director for Veterans' Employment and Training (DVET). This DVET will arrange for assistance to help you, the transitioning service member or veteran, successfully transition to a rewarding career.

**Transition Assistance Program (TAP):** Offer job assistance and related services to separating service members during their period of transition with civilian life. TAP consists of comprehensive three-day workshops at selected military installations nationwide. Workshop attendees learn about job searches, career decision-making, current occupational and labor market conditions, and resume and cover letter preparation and interviewing techniques.

**Disabled Transition Assistance Program (DTAP):** For service members leaving the military with a service-connected disability. The program includes the same three-day workshop plus additional hours of individual instruction to help determine job readiness and address the special needs of disabled veterans.

**Homeless Veterans' Reintegration Program (HRVP):** Provide services to assist in reintegrating homeless veterans into meaningful employment within the labor force and to stimulate the development of effective service delivery systems that will address the complex problems facing homeless veterans.

#### **VetJobs**

Email: <u>askus@vetjobs.org</u> 1-877-696-7226 (Toll Free)

https://vetjobs.org

Expand employment opportunities for service members and veterans through one-on-one employment placement

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assistance, focused on the use of gap skills training and targeted resume and interview assistance, LinkedIn optimization, and connections to employer partners in order to create a smoother transition process.

## Veterans' Employment and Career Transition Advisor - U.S. Department of Labor

## https://webapps.dol.gov/elaws/VeteransCareerTransition.htm

Provides veterans, transitioning service members and their family members with the resources they need to successfully transition to a rewarding career. Provides valuable information and access to contact information for one-on-one employment assistance and online resources to assist transitioning service members and veterans in their reintegration into the civilian workforce.

#### **Warriors to Work - Wounded Warrior Project**

## **District of Columbia Location** 1120 G Street NW, Suite 700 Washington, DC 20005

202-558-4302 (V)

## www.woundedwarriorproject.org/programs/warriors-to-work

Program provides warriors and their family members with the resources and assistance they need to be successful in the civilian workforce. Program participants learn the skills necessary to find meaningful employment, live financially resilient lives, and be empowered to reach their highest career ambitions. Work alongside wounded veterans and their families to provide them with: career counseling; veteran job placement programs; resume writing assistance; interview preparation; tools and education for salary negotiation; goal-setting assistance; military skills translation guidance; and networking opportunities.