



RECRUITING & TRAINING VETERANS

FOR CAREERS IN THE WATER SECTOR

Veterans represent a major recruiting opportunity for water and wastewater utilities. Prior military experience gives Veterans an understanding of teamwork, discipline, personal accountability and public service that can make them excellent employees for these fields. In addition, many Veterans already possess technical skills and training that are directly transferable to careers in the water sector.

- **Save Money on New Employee Training!** (Applies to Veterans entitled to Chapter 31 or the GI Bill) - Veterans may qualify for Department of Veterans Affairs (VA) education benefits while taking part in a VA approved on-the-job training or internship (on-the-job training lasting up to 24 months) or taking part in an apprenticeship (may be longer than 24 months).
- **Veteran Interns at Your Publicly Owned Utility!** (Applies to Veterans with disabilities only) - The Non-paid Work Experience Program is similar to an unpaid internship. It provides Veterans with disabilities a chance to gain experience learning a particular job while allowing the employer to determine if the Veteran is a good fit for the position. The participating utility is under no obligation to hire the Veteran at the end of the non-paid work experience. This program is only available to federal, state and local government-owned utilities.
- **Employer Incentives for Hiring Veterans with Disabilities** - The Special Employer Incentive Program is only available to private and nonprofit entities (i.e., municipally owned utilities are not eligible to participate). Vocational Rehabilitation & Employment Service (VR&E) may pay up to half of the salary of a Veteran with a disability for up to 6 months while the Veteran is in an on-the-job training status. Only certain disabled Veterans may participate in this type of program and it must be approved by VA before hiring the Veteran.

Prior to referring Veterans to a specific career path, VA Counselors conduct a full assessment of the Veteran to determine if he/she is physically and mentally capable of performing the duties of the job. For more information about the Non-paid Work Experience Program and the Special Employer Incentive Program contact the VR&E Central Office: **Angela Wilcher: 202-461-9883, Angela.Wilcher@va.gov**.

For more information see *Recruiting & Training Veterans for Careers in the Water Sector* on the Work for Water website:

<http://www.workforwater.org/>

or contact **Allison Watanabe at 202-564-0128, watanabe.allison@epa.gov**

**Free job posting on the Department
of Veterans Affairs VetSuccess
website:**

<http://www.VetSuccess.gov>