

# STATE OF MINNESOTA

## Executive Department



## Governor Tim Walz

### Executive Order 19-20; Rescinding Executive Order 10-13

#### Supporting the Selection and Employment of Veterans

**I, Tim Walz, Governor of the State of Minnesota,** by the authority vested in me by the Constitution and applicable statutes, issue the following Executive Order:

There are approximately 327,000 veterans residing in Minnesota, 153,000 of whom are of working age.

There are over 20,000 Minnesotans presently serving in the United States Armed Forces, including active duty, National Guard, and Reserve forces.

Service members selflessly sacrifice career advancement and development opportunities because of extended military training and deployment obligations. We therefore owe them our gratitude and commitment to assist them in identifying training opportunities or reestablishing their careers upon return.

Service members receive extensive skills training in a broad range of technical areas that correlate directly to civilian occupations, and as a result of their military experience have gained leadership and management perspectives that are invaluable to employers in both the public and private sectors. Veterans have the ability and enthusiasm to tackle new challenges based on intensive skills training, confidence in leadership training, and experience gained through military service. Veterans are intelligent, resourceful leaders who have produced positive results in the most difficult environments, bringing to bear the skills and experience necessary to make Minnesota's workforce stronger.

Veterans returning from deployments face higher unemployment rates and experience more challenges entering the workforce and advancing in their careers than the general population.

As a large number of Vietnam War-era veterans reach retirement age, there is a decreasing number of veterans in the general population and the state workforce. Minnesota must therefore increase its efforts to attract and retain veterans.

Returning veterans constitute the "Next Greatest Generation" of leaders and workers for Minnesota and the nation.

Minnesota state agencies have a long history of hiring veterans and are committed to being the most military and veteran-friendly employers in the state.

For these reasons, I order that:

1. To the extent permitted by law, state agencies will continuously review and revise policies and procedures and will conduct increased outreach to engage and employ veterans as part of their hiring or selection process. State agencies must provide readily accessible information so that veterans and family members are aware of, and may take advantage of, the benefits to which they are entitled.
2. Minnesota Management & Budget (“MMB”) serves as the lead agency for the review of policies with respect to state agencies’ veterans hiring practices. MMB will:
  - a. Disseminate information to state agency human resources personnel regarding veteran hiring and retention, with materials reviewed by Minnesota Department of Veterans Affairs (“MDVA”).
  - b. Coordinate training presentations on veteran hiring and retention to state agency Human Resources Directors.
  - c. Review materials developed by MDVA for the veteran hiring toolbox to ensure consistency with state hiring requirements and practices. Provide access to the veteran hiring toolbox to hiring officials and human resources personnel.
  - d. Make training on veteran hiring and retention processes part of the CORE training for hiring supervisor curriculum.
  - e. Monitor the incidence of employment, recruitment, retention, and retirement of veterans in the state workforce.
  - f. Collect reports from state agencies regarding their efforts to increase employment of veterans.
  - g. Act as lead coordinator of enterprise veteran recruiting events.
  - h. Consult with MDVA and the Minnesota Department of Military Affairs (“MDMA”) to reconcile military nomenclature and keywords for Recruiting Solutions.
  - i. Consult with the Department of Employment and Economic Development (“DEED”) and MDVA on proposed statutory changes to promote veteran hiring and employment.
3. MDVA will:
  - a. Provide outreach information to state agencies to assist veterans and their families regarding state and federal veterans’ benefits.

- b. In partnership with DEED, lead the development of a veteran hiring toolbox for hiring officials and human resources personnel, including information on MDVA's Minnesota GI Bill Program and DEED's Small Business startup loans for veterans.
  - c. In partnership with DEED, support veteran job search and interview-skills training, including partnerships with non-profit partners.
  - d. In partnership with DEED, support the development and execution of veteran business and entrepreneurial training.
  - e. For purposes of Support Our Troops funding consistent with Minnesota Statutes 2018, section 190.19, subdivision 2(a)(2), veteran employment efforts and outreach is considered "outreach to underserved veterans."
  - f. Provide veterans alternative dispute resolution information to human resources personnel.
4. DEED, as a supporting agency, will:
- a. Serve as a technical expert agency for veteran employment entitlements and benefits.
  - b. Develop, disseminate, and present information for human resources and hiring officials to better understand the military and veteran skill sets.
  - c. Provide access to conversion tables depicting military-to-civilian skills based on military occupational categories to assist hiring officials' understanding of military skill sets.
  - d. Provide access to training for veterans for employment during all phases of their careers.
  - e. Partner with federal agencies to conduct veteran outreach and inform state officials of federal initiatives and goals.
  - f. Serve as lead agency for development of veteran business and entrepreneur seminars, webinars, and training sessions. DEED is authorized to partner with nonprofit agencies to develop and execute training.
  - g. Serve as lead agency for veteran-specific recruiting events and provide information to MMB and state agencies on opportunities to attend veteran-specific recruiting events to include the annual state-wide Veterans Career Fair sponsored by DEED and MDVA.

5. MDMA, as a supporting agency, will:
  - a. Provide access and outreach opportunities to service members returning from deployments during their reintegration period to address employment and job skills issues.
  - b. Support DEED in the development and execution of veteran business and entrepreneur training.
  - c. Where practical, conduct outreach to other military services and components in Minnesota.
  - d. Provide Yellow Ribbon training opportunities for service member families and employers to mitigate potential workforce challenges.
  - e. Task the Director of Military Outreach to serve as the coordinating staff element between the various agencies on behalf of the Governor's office.
  - f. For purposes of "Support Our Troops" funding pursuant to Minnesota Statutes 2018, section 190.19, subdivision 2(a)(3), veteran and military family employment efforts and outreach is considered "veterans' services."
  - g. Support state agency veteran recruiting events.
  - h. Consider veteran and military spouse employment actions an authorized use of the state-enhanced Employer Support of the Guard and Reserve program.
6. All agencies, as supporting agencies will:
  - a. Report to MMB, no later than November 1 of each year, their veteran-focused recruitment and retention efforts, demonstrating their support and commitment to making Minnesota a more military and veteran-friendly state.
  - b. Provide information to employees who are veterans on their rights and benefits as veterans.
  - c. Disseminate information to hiring officials, as part of their initial or ongoing professional development, regarding requirements and expectations with respect to veteran hiring preferences. This includes, but is not limited to, policy and procedures regarding veteran hiring processes, military skill translation tools, and veteran interview characteristics.
  - d. Attend military and veteran specific job fairs, progressive recruiting outreach, or similar events to provide a venue for veterans to enter public service with state agencies where practical.

- e. Continue to utilize permissive processes and procedures to support their employees who are members of the military and their families during deployments.
- f. Coordinate with the Director of Military Outreach to synchronize support activities and to foster partnerships with Yellow Ribbon organizations.
- g. Sponsor volunteer activities as part of the Military Family Care Initiative (“Beyond the Yellow Ribbon”) where practical.
- h. Engage in focused and sustained veteran recruitment efforts.
- i. Identify, describe, and provide recommendations regarding any impediments and barriers to veteran employment, education, and access to agency services and benefits as part of the annual report required in section 6a.

7. Executive Order 10-13 is rescinded.

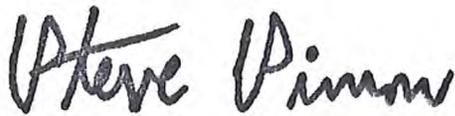
This Executive Order is effective fifteen days after publication in the State Register and filing with the Secretary of State. It will remain in effect until rescinded by proper authority or until it expires in accordance with Minnesota Statutes 2018, section 4.035, subdivision 3.

Signed on April 2, 2019.



**Tim Walz**  
Governor

Filed According to Law:



**Steve Simon**  
Secretary of State

