



March 16, 2026

Senator Aric Putnam, Chair
Senate Agriculture, Veterans, Broadband and
Rural Development Committee
3215 Minnesota Senate Building
Saint Paul, MN 55155

Representative Matt Bliss, Co-Chair
House Veterans and Military Affairs Division
2nd Floor, Centennial Office Building
Saint Paul, MN 55155

Senator Torrey Westrom, Ranking Member
Senate Agriculture, Veterans, Broadband and
Rural Development Committee
2201 Minnesota State Building
Saint Paul, MN 55155

Representative Jay Xiong, Co-Chair
House Veterans and Military Affairs Division
5th Floor, Centennial Office Building
Saint Paul, MN 55155

Dear Senators and Representatives:

As required by Laws of Minnesota 2009, chapter 94, article 3, section 22, I am pleased to present our annual report on the State of Minnesota's Effort to Employ and Support Veterans.

If you have questions, please contact Erik Anderson, Director of Legislative & Intergovernmental Affairs at 651-201-8030 or erik.anderson@state.mn.us.

Sincerely,

A handwritten signature in black ink that reads 'Erin M. Campbell'.

Erin Campbell
Commissioner



State of Minnesota's Efforts to Employ and Support Veterans

**Submitted to the Minnesota Legislature by
Minnesota Management and Budget**

Reporting Period: July 1, 2024 – June 30, 2025

January 2026

Minnesota Management and Budget
400 Centennial Office Building
658 Cedar Street
St. Paul, Minnesota 55155
651-201-8000

To request an alternative format of this document, contact Dori Leland at Dorilee.leland@state.mn.us.

Contents

State of Minnesota’s Efforts to Employ and Support Veterans	0
Introduction.....	3
Executive Summary	4
Workforce Representation	4
Agency Outreach and Recruitment Efforts	4
Dedicated Staff	5
Executive Order 19-20 Taskforce	5
State Spending with Veterans	5
Veterans Business Program.....	5
Veterans Business Loan Program (DEED).....	5
Building Talent Pipelines	5
Veteran Focused Legislation.....	5
Veteran Employment Data	6
State Employee Veteran Status and Voluntary Disclosure	6
Veterans in State of Minnesota Government Workforce – Table 1.....	7
Veteran Applicants for State Government Employment – Table 2.....	9
A. All Applicants Compliance Tracking	11
B. Historical Veteran Hiring in State Government.....	11
Statewide Veteran-Focused Initiatives, Programs, and Services	12
Commanders Task Force	12
Department of Natural Resources Licensing.....	12
Department of Natural Resources-Specific Programs.....	12
Military Service; Retirement Pension and Pay	12
Military Tax Related Benefits	12
Minnesota Association of County Veterans Service Officers	12
Minnesota GI Bill	13
Transition Resource Fairs	13
Transition Coalition	13
Veterans Employment Services.....	Error! Bookmark not defined.
Veterans Business Program.....	13
Volunteer Income Tax Assistance (VITA).....	13
Veterans Business Loan Program (DEED).....	13
Commercial Driver’s License	13
State Resources Dedicated to Veteran Support.....	14

Minnesota Department of Veterans Affairs Staff	14
Minnesota Department of Military Affairs.....	14
Attorney General's Veterans Assistance Unit	14
Veterans Employment Representatives and Disabled Veterans Outreach Representatives.....	14
Higher Education Veteran Program Coordinators	15
State Agency Human Resource and Labor Relations Staff	15
Targeted Veteran Advertising	17
Veteran-Specific Recruitment Posters.....	17
Job Promotion	17
Retention, Reintegration Support, and Training	18
Retention	18
Reintegration Support	18
Training.....	18
Veteran-Focused Days of Recognition	20

Introduction

The State of Minnesota seeks and values the unique skills of those who have served or are serving in the military. We actively recruit, hire, and develop veterans and service members because we know the important contributions they bring to the workplace. This report provides the state's efforts to recruit and employ veterans during fiscal year 2025.

The data reported here is collected as required by the Minnesota Legislature. In addition, [Executive Order 19-20](#) instructs state agencies to report their veteran-focused recruitment and retention activities. Self-identification of veteran status is voluntary, and employees are not legally required to provide this information.

Minnesota Management and Budget would like to acknowledge and thank the executive branch agencies for their support and for providing information on their recruitment and retention activities included in this report. Through our joint efforts we are better positioned to serve Minnesota's veterans.

Executive Summary

The Commissioner of Minnesota Management and Budget (MMB) is required by Minnesota law (Laws of Minnesota 2009, chapter 94, article 3, section 22) to annually collect data on the number of veterans in cabinet-level state agencies and veteran information at various points in the state recruitment and selection process. In addition, Executive Order 19-20 instructs state agencies to submit to MMB their veteran-focused recruitment and retention efforts demonstrating their support, commitment, and actions to making Minnesota a more military and veteran-friendly state.

Workforce Representation

According to fiscal year 2025 data, 7.0 percent of the state government full-time employees in cabinet-level agencies self-identified as veterans. By comparison, 3.0 percent of Minnesota’s labor force over the ages of 18 are veterans (U.S. Census Bureau, 2023 American Community Survey). In fiscal year 2025, 7.2% of full-time hires at Cabinet-level agencies were veterans.¹ Veterans are not a protected group under Minnesota law, however the State of Minnesota monitors and actively recruits this group.

Two-Year Snapshot: Full Time Employees, Cabinet Level Agencies

	FY2024	FY2025
% of all applications submitted by veterans	17,103 (7.5%)	9,219 (3.9%)
% of all hires that are veterans	342 (6.8%)	319 (7.2%)
% of employees that are veterans	7.1%	7.0%

To promote the state as a veteran-friendly employer and to increase employment opportunities for veterans in state government during fiscal year 2025, state agencies:

- Conducted veteran-focused recruitment and retention activities to increase the numbers of veterans and retain them;
- Provided reintegration education and training to agency staff;
- Developed partnerships with veteran organizations and advocates;
- Provided support to deployed military employees; and
- Retained job classifications whose sole purpose is supporting veterans, and in some cases, must be filled by veterans.

Agency Outreach and Recruitment Efforts

One part of the state’s recruitment strategy is participating in networking, outreach, and recruitment events. State agencies participate in various outreach/recruitment events throughout the year to raise awareness of

¹ Employees are not required to self-identify their veteran status, so the number reported may not fully reflect veterans working for the State of Minnesota.

employment opportunities with the state, including Camp Ripley Resource and Job Fair, Veterans Career Fair, and Joint Services Career Fair.

Veteran outreach and resources were provided during the 2025 One Dream, One Minnesota Career Fair. This event connected over 70 veterans with resources and employment services.

An additional part of the state's recruitment strategy is enhancing internal relationships between Minnesota Management and Budget, Minnesota Department of Veterans Affairs, and Veteran Employment Representative team through training and veteran referrals.

Dedicated Staff

The State of Minnesota has dedicated staff at various agencies to support veterans. The Minnesota Department of Veterans Affairs provides services to ensure that Minnesota's veterans, their dependents, and survivors receive the full measure of benefits and services to which they are entitled. In addition, the Minnesota Department of Military Affairs provides support to the Minnesota National Guard members.

Executive Order 19-20 Taskforce

In September 2019, a Taskforce convened to ensure collaboration among state agencies to implement Executive Order 19-20 *Supporting the Selection and Employment of Veterans*. Participating agencies include: the Minnesota Department of Veteran Affairs, the Department of Employment and Economic Development, and Minnesota Management and Budget. This group meets quarterly. A work plan has been developed to guide the work of the taskforce. A variety of actions have been identified, priorities include: 1) Recruitment of veterans, 2) Providing training for Human Resource personnel, Hiring Managers, and Recruiters, and 3) Adding resources to MMB's HR Toolbox.

State Spending with Veterans

An important part of the economic vitality of the state are thriving businesses. The state has been intentional in its outreach efforts to include veteran businesses as registered vendors. The Department of Administration's Office of Equity in Procurement was established to improve the state's spending with targeted businesses.

Veterans Business Program

Minnesota Department of Transportation's [Veterans Business Program](#) provides verified veteran-owned small businesses with increased access to state contracting opportunities. This program is for Minnesota-based businesses that are at least 51 percent own by veterans.

Veterans Business Loan Program (DEED)

For veterans interested in [starting a new business in Minnesota](#) or reestablishing a business left behind after deployment to active duty, there are several sources of expert business guidance and some targeted business financing options.

Building Talent Pipelines

Minnesota veterans are an excellent pipeline for Minnesota's workforce. A number of cabinet-level agencies have made great strides to successfully engage veterans in the State of Minnesota's workforce. For example, over twelve percent of full-time hires at the Department of Public Safety in FY2025 were veterans.

Veteran Focused Legislation

The State of Minnesota recognizes the training and experience of military services of the government.

M.S. 43A.09 Recruitment

[State Personnel Management: Recruitment statute](#) requires MMB, in cooperation with appointing authorities of all state agencies, to emphasize recruitment of veterans in addition to protected group members to “assist state agencies in meeting affirmative action goals to achieve a balanced workforce.”

M.S. 43A.11 Veterans’ Preference

The [Minnesota Veterans’ Preference statute](#) requires notification to state applicants that they may elect to use veterans’ preference. It requires that applicants who meet the minimum qualifications for a vacant position and claim disabled veterans’ preference be listed in the applicant pool ahead of all other applicants, and those claiming non-disabled veterans’ preference be listed ahead of non-veterans. It also provides this preference to spouses of deceased veterans or of disabled veterans who because of disability are unable to qualify. It also requires that each recently separated veteran who meets minimum qualifications for a vacant position and has claimed a veterans’ or disabled veterans’ preference must be considered for the position and requires that the top five recently separated veterans must be granted an interview for the position. Finally, it requires appointing authorities who reject a finalist who has claimed veterans’ preference to notify the finalist of the reasons for rejection.

M.S.43A.111 Noncompetitive Appointment of Certain Disabled Veterans

The [Noncompetitive Appointment of Certain Disabled Veterans statute](#) allows state agencies to make noncompetitive appointments to classified positions for qualified disabled veterans with a verified service-connected disability rating of at least 30 percent.

For more information, please visit [Veterans](#) on MMB’s website for additional information.

Veteran Employment Data

The state employee data in the following tables are collected from the state’s personnel and payroll system. These tables represent a snapshot of state employee data as of June 30, 2025. The veteran data is collected from the job applicant tracking system and the state’s HR system (SEMA4) representing applicant data from fiscal year 2025 (July 1, 2024 to June 30, 2025).

The numerical data in this report is from the cabinet-level agencies in the executive branch as required by statute. The cabinet-level agencies account for over 94 percent of state employees. The data in Tables 1-3 do not include executive branch agencies and commissions outside of the cabinet-level agencies, the legislative branch, judicial branch, Minnesota State, or the retirement agencies.

State Employee Veteran Status and Voluntary Disclosure

State law requires that the number of veterans among the state government cabinet-level agency workforce be reported to the Legislature every year. Identification of veteran status is voluntary and employees are not legally required to provide this information. To obtain veteran status from state employees, we offer a “Self Service” webpage where state employees can update their demographics, including veteran status, at any time. Employees are encouraged but are not required to disclose their veteran status. As a result, some employees who are veterans may have opted not to self-identify, impacting the accuracy of this data. Currently, 7 percent of full-time cabinet agency employees self- identify as veterans.

Veterans in State of Minnesota Government Workforce – Table 1

Table 1 shows the distribution of veterans in executive branch cabinet-level agencies. Key points:

- About 7 percent of State of Minnesota government cabinet-level agency full-time employees self-identified as veterans.
- 3.0 percent of Minnesota’s civilian labor force between the ages of 18 and 64 are veterans. Labor force means employed or available and actively seeking employment. *Source: U.S. Census, 2023 American Community Survey.*

Table 1 Veterans in the State of Minnesota Government Workforce Cabinet-Level Agencies FY2025

Cabinet-Level Agency	Number of Employees in Full Time Positions	Number of Full-Time Employees Who Self-Identified as Veterans	Number of Full-Time Positions Hired in FY 2025	Number of Full-Time Veterans Positions Hired in FY 2025
Administration	528	34	69	7
Agriculture	475	13	41	1
Bureau of Mediation Services	16	1	3	n/a
Children, Youth and Families	800	19	108	4
Commerce	410	18	43	3
Corrections	4172	431	625	58
Direct Care and Treatment	3844	237	21	3
Education	479	9	83	2
Employment & Economic Develop	1515	76	213	12
Health	1868	49	169	6
Housing Finance Agency	324	5	41	n/a
Human Rights	57	2	6	1
Human Services	2245	59	878	56
Iron Range Resources & Rehab.	40	3	6	1
Labor & Industry	612	44	112	8
Military Affairs	373	112	42	14
MN Management & Budget	373	10	51	n/a
Natural Resources	2571	137	352	13
Office of Higher Education	86	3	5	n/a
MN IT Services	2815	250	245	21
Pollution Control Agency	1086	40	184	5
Public Safety	2292	276	347	40

Revenue	1442	45	107	3
Transportation	5289	417	561	42
Veterans Affairs	934	129	136	19
Total	34,646	2,419	4,448	319

Column 2 - total number of persons employed in full-time positions listed by the state agency. Rule 3900.400 definition of full-time employee is an employee who is normally scheduled to work 80 hours in a biweekly period.

Column 3 - total number of employees identified in Column 2 who self-identified as veterans. Disclosure of an employee's veteran status is voluntary and based on self-identification. Employees are encouraged but are not required to disclose their veteran status.

Column 4 - total number of vacant full-time positions in the agency filled by hiring or appointment for fiscal year 2025.

Column 5- total number of full-time hires who indicated veteran status in FY 2025.

Veteran Applicants for State Government Employment – Table 2

Table 2 shows a summary of veteran job applicants and hiring in fiscal year 2025.

- Approximately 2.1 percent of applicants for state employment are veterans.
- About 3.9 percent of applications submitted for full-time vacancies were submitted by veterans.
- Approximately 7.2 percent of the full-time jobs filled in FY 2025 were filled by veterans.

Table 2 Veteran Applicants for State Government Employment in Cabinet-Level Agencies, FY 2025

Cabinet-Level Agency	Full-Time Positions Filled	Total Applications Received	Veteran Applications	Veterans Hired
Administration	69	5,750	332	7
Agriculture	41	2,581	80	1
Bureau of Mediation Services	3	170	10	
Children, Youth and Families	108	9,599	373	4
Commerce	43	2,508	121	3
Corrections	625	9,928	420	58
Direct Care and Treatment	21	112	7	3
Education	83	7,939	270	2
Employment & Economic Develop	213	12,693	540	12
Health	169	11,697	353	6
Housing Finance Agency	41	5,074	162	n/a
Human Rights	6	406	15	1
Human Services	878	49,062	1,798	56
Iron Range Resources & Rehab.	6	296	9	1
Labor & Industry	112	2,459	93	8
Military Affairs	42	859	45	14
MN Management & Budget	51	5,812	241	n/a
Natural Resources	352	19,854	454	13
Office of Higher Education	5	766	35	n/a
MN IT Services	245	27,986	1,424	21
Pollution Control Agency	184	11,367	235	5
Public Safety	347	16,832	712	40
Revenue	107	8,036	390	3
Transportation	561	15,443	589	42
Veterans Affairs	136	4,175	192	19
Total	4,448	235,852	9,219	319

- Column 2** - the total number of vacant full-time positions in the agency filled during fiscal year 2025.
- Column 3** - the total number of applications received for positions that were posted and closed in fiscal year 2025.
- Column 4** - the total number of applicants identified in Column 3 who self-identified as being a veteran
- Column 5** - the total number of veterans hired in cabinet agencies.

A. All Applicants Compliance Tracking

Veterans are not a protected group under Minnesota statute, however the state continually monitors and recruits this group. The U.S. Census data indicates 3.0 percent of participants in the Minnesota workforce self-identify as veterans. For the State of Minnesota to reflect demographics of the state workforce, a goal of 8 percent has been identified. Veterans represent 7.0 percent of cabinet agency employees. In FY 2025, 7.2 percent of full-time hires were veterans.

B. Historical Veteran Hiring in State Government

Tables 3 shows a summary of veterans hired for positions in state government cabinet-level agencies between fiscal years 2015-2025. Key points:

- Since fiscal year 2015, there has been some variability in veteran hiring, with the most recent data showing an increase from FY 2024 to 2025. Total veterans in Minnesota’s workforce as a whole are slowly but consistently declining for several years.
- About 7.2 percent of new hires are veterans as of fiscal year 2025.

Table 3 Veterans Hired in State of Minnesota Government at Cabinet-level Agencies Fiscal Year 2015-25

Fiscal Year	Number of Full-Time Vacancies Filled	Number of Veterans Hired	% Veterans Hired
2015	3,060	258	8.4%
2016	3,532	274	7.8%
2017	3,878	307	7.9%
2018	3,961	298	7.5%
2019	3,668	266	7.8%
2020	3,573	242	6.8%
2021	2,625	223	8.5%
2022	3,528	251	7.1%
2023	3,988	273	6.8%
2024	5,048	342	6.8%
2025	4,448	319	7.2%

Statewide Veteran-Focused Initiatives, Programs, and Services

The following section describes statewide initiatives, programs, and services available to Minnesota veterans. Many of the services listed involve collaboration between state or federal agencies and the Legislature, veteran advocacy organizations, and private companies.

Commanders Task Force

The [Minnesota Commanders Task Force](#) is comprised of elected Commanders and Adjutants of nine congressionally chartered Veterans Service Organizations in the State of Minnesota. The key functions of this group include developing a united veterans legislative agenda and actively advocating for it before the state and elected officials, serving as a non-partisan advisory group to the commissioner of Veterans Affairs, the governor, and legislators on veteran issues in the state, and working to form Veteran Service Organization partnerships in program development.

Department of Natural Resources Licensing

The [Minnesota Department of Natural Resources](#) provides special privileges to veterans for hunting licenses, firearm safety training, fishing licenses, state park vehicle permits, and the Minnesota Conservation Volunteer magazine. The program also provides free deer hunting licenses; permission to hunt small game without a license; and free annual Minnesota state park permits.

Department of Natural Resources-Specific Programs

The Department of Natural Resources created "[Nature, it's good for you](#)" an outdoor treatment/therapy program for veterans returning from active duty. Activities include special veteran hunting and fishing events, mentorship event, and Veterans Day events at Minnesota state parks.

Military Service; Retirement Pension and Pay

To the extent included in federal taxable income, compensation received from a pension or other retirement pay from the federal government for service in the military, as computed under United States Code, title 10, sections 1401 to 1414, 1447 to 1455, and 12733, is a subtraction. The subtraction must not include any amount used to claim the credit allowed under section [290.0677](#).

Military Tax Related Benefits

The Minnesota Department of Revenue provides [tax credits and tax relief](#) for current, retired, and disabled military service members. Credit and tax relief includes the Active-duty military pay subtraction, Military Spouses Residency Relief Act, credit for military service in a combat zone, tax credit for past military service, tax debt relief for deceased active-duty military, and market value exclusion on homesteads of disabled veterans.

Minnesota Association of County Veterans Service Officers

The [Minnesota Association of County Veterans Service Officers](#) works collaboratively with the Minnesota Department of Veterans Affairs and nationally chartered veterans service organizations in promoting the interests and welfare of veterans, their families, and survivors. Their focus is to enhance the quality of their lives through advising, counseling, claims assistance, education, advocacy, and special programs. All services aim to ensure that veterans, their families, and survivors receive all of the benefits and services so well deserved for the hardships they have endured.

Minnesota GI Bill

The [Minnesota GI Bill](#) program provides postsecondary educational assistance to eligible Minnesota veterans, non-veterans who served in the military and eligible spouses and children. Full-time undergraduate or graduate students may be eligible to receive up to \$1,000 per semester and part-time students can receive up to \$500 per semester (up to \$3,000 per academic year and \$10,000 per lifetime). Eligible veterans may also receive on-job-training and apprenticeship funds up to \$2,000 per fiscal year for either program.

Transition Resource Fairs

The Minnesota Department of Corrections hosts onsite [facility transition fairs](#) for veteran inmates. The transition fairs present opportunities for inmates with 18 months or less to serve. The goal is to provide contacts and resources for inmates in housing, family support, personal finance, transportation, employment, and mental health. Hundreds of inmates at the host facility are invited to attend. These events are designed to provide veteran inmates who are transitioning back into the community with as many valuable resources to assist them with successful reentry. Resources are provided in conjunction with other state agencies Exhibitors include the Department of Human Services offering a three-week work readiness training for people with criminal histories. Additional exhibitors include trade unions, faith-based groups, community nonprofits, and volunteer groups.

Transition Coalition

The Minnesota Department of Corrections partners with nonprofit agencies to provide [support for veteran inmates re-entering the community](#) after incarceration and treatment. The coalition produces an electronic newsletter which contains information related to facility transition fairs, training announcements, grants and contract requests for proposals and other reentry program networking opportunities.

Veterans Business Program

Minnesota Department of Transportation's [Veterans Business Program](#) provides verified veteran-owned small businesses with increased access to state contracting opportunities. This program is for Minnesota-based businesses that are at least 51 percent own by veterans.

Volunteer Income Tax Assistance (VITA)

The [Minnesota Department of Revenue](#) provides free assistance with filing their state income and property tax returns. Veterans (and other selected groups) can access this service from over 200 sites across Minnesota.

Veterans Business Loan Program (DEED)

For veterans interested in starting a new business in Minnesota or reestablishing a business left behind after deployment to active duty, there are several sources of expert business guidance and some targeted business financing options.

Commercial Driver's License

The Minnesota Department of Public Safety offers a waiver for qualified service members for commercial drivers to apply without skills steps. This waiver can be used by service members who are currently licensed, who are or were employed within the past year (12 months) in military positions requiring the operation of a military motor vehicle equivalent to a Commercial Motor Vehicle (CMV). Commercial Driver's License knowledge written tests cannot be waived.

State Resources Dedicated to Veteran Support

The state has veteran-focused positions responsible for supporting veterans as they reintegrate back into civilian life and the workforce. These positions are typically employed at the Minnesota Department of Veterans Affairs, Minnesota Department of Employment and Economic Development, Minnesota Department of Military Affairs, and Minnesota State Colleges and Universities. In addition, all state agencies have personnel that assist veterans, many agencies also have websites dedicated to veteran information, resources, and services.

Minnesota Department of Veterans Affairs Staff

[This entire agency's workforce](#) is charged with assisting Minnesota's veterans and their families to obtain their rightful benefits and services. Some of the veteran-specific job classifications include Veterans Assistance Coordinators and Veterans Claims Representatives.

The agency also has employees who conduct outreach activities and assist veterans in need. This work is conducted across many divisions. One division serves American Indians who are part of native tribes and eligible for veteran's benefits. Division staff assist them with the application process to obtain these benefits. Another division conducts outreach to homeless veterans living on state lands.

Minnesota Department of Military Affairs

The [Minnesota Department of Military Affairs](#) is the state agency that oversees and supports the military operations of the National Guard. The agency provides leadership, resources, and support to the Nation Guard. The Minnesota National Guard has more than 13,000 service members. More than 400 National Guard service members are deployed to multiple locations.

Attorney General's Veterans Assistance Unit

[The Minnesota Attorney General's Office](#) provides assistance to veterans and service members. If a veteran, service member, or a member of their family is experiencing difficulty with veteran's benefits, TRICARE benefits, credit issues, home mortgage, identity theft, or another consumer related matter, this can help. Contact 651-296-3353 or 1-800-657-3787 for free information about voluntary mediation services to help resolve problems.

Veterans Employment Representatives and Disabled Veterans Outreach Representatives

[Veterans Employment Representatives](#) are located at the Minnesota Department of Employment and Economic Development's Workforce Centers around the state and are available to work one-on-one with service members in their job search. The individualized assistance includes help with resumes, interviewing skills, networking techniques, referrals to other veteran services, and assistance connecting with employers to:

- Identify veterans interested in working for state agencies.
- Recruit veterans for all state jobs and promote the state at job fairs.
- Promote Minnesota as a veteran-friendly employer at state and national conferences.
- Coach veterans on the state hiring process and online employment tools.
- Outreach to veteran organizations and advocates such as the County Veteran Service Officer, VFW, American Legions, and Disabled American Veterans to promote state employment.
- Outreach to veteran-focused minority and disability organizations.
- Assist veterans and their families with housing, health, or other issues.

Higher Education Veteran Program Coordinators

This program connects veterans with [educational benefits and resources](#) to be successful in college. Onsite assistance is given to military members and their families at colleges and universities. The goal of the program is to assist veterans in removing barriers to enrollment and access to benefits.

Coordinators work with the Minnesota State campuses to:

- Provide a welcoming environment for students to interact with other students who are veterans or family members of veterans.
- Facilitate communication between departments and staff who regularly interact with veterans.
- Provide information about veteran services, military education benefits and financial resources, scholarships, and veteran and family support activities.
- Provide training for campus staff related to veteran issues and concerns.
- Obtain feedback from veterans and work to remove barriers to services.
- Provide veteran-friendly policies and procedures.
- Organize and provide training on veteran's issues.
- Meet with guard units and their families prior to deployment and provide information about education benefits they earn while deployed.

State Agency Human Resource and Labor Relations Staff

State agency human resources and labor relations staff must be knowledgeable about applicable veteran laws to ensure agency compliance. This includes laws related to veterans' preference, noncompetitive appointments of certain disabled veterans, veterans' preference hearings, FMLA and military personnel, and Uniformed Services Employment and Reemployment Rights Act (USERRA).

Examples of organizations state agencies work with to support veterans:

- American Gulf War Veterans Association
- American Legion
- Army National Guard
- Beyond the Yellow Ribbon
- County Serves Veteran Officers (CSVO)
- DEED Disabled Veterans Outreach Representatives
- DEED Veterans Employment Representatives
- Disabled American Veterans (DAV)
- Employment Action Centers
- Goodwill Easter Seals Military Services
- Higher Education Veterans Programs Campus Coordinators
- Local Chambers of Commerce
- Lions Club
- MN Assistance Council for Veterans (MAVC)
- MN Attorney General's Veterans Assistance Unit
- MN Department of Military Affairs
- MN Department of Veterans Affairs
- MN Rotary Clubs
- MN VA Hospitals
- Serviceman's Club
- Student Veterans of America (SVA)
- US Department of Veterans Affairs
- Vietnam Veterans of America
- Veterans of Foreign Wars (VFW)

Targeted Veteran Advertising

Agencies report advertising job vacancies with a variety of different job boards, websites, and organizations. Included here is a list of approximately forty such resources. The Minnesota Department of Employment and Economic Development is the most cited resource to assist Minnesota veterans with employment needs.

Veteran-Specific Recruitment Posters

The Minnesota Department of Corrections created recruitment posters to target veterans for employment. These posters are placed at workforce centers and locations where the National Guard conduct drills.

Job Promotion

State agencies advertise their job announcements at the following events and venues including, but not limited to:

- [AbillityLinks](#)
- [County Veteran Service Officer \(CVSO\)](#)
- [Career One Stop](#)
- [Disabled American Veterans \(DAV\)](#)
- [Minnesota Department of Employment and Economic Development](#)
- [Disabled Veterans Rest Camp](#)
- [Duluth Veteran Center](#)
- [Employer Support of the Guard and Reserve](#)
- [Employment Action Center \(EAC\)](#)
- [GI Jobs Magazine](#)
- [Goodwill Easter Seals Military Services](#)
- [JobsinMinneapolis.com](#)
- [Military.com](#)
- [MilitaryVetJobs.com](#)
- [MinnesotaDiversity.com](#)
- [MinnesotaJobs.com](#)
- [MinnesotaWorks.net](#)
- [MN Assistance Council for Veterans](#)
- [MN Army and Air National Guard](#)
- [MN Department of Veterans Affairs \(MDVA\)*](#)
- [Minnesota Department of Veterans Affairs Higher Education Resource Centers](#)
- [Navy and Marine Reserves](#)
- [National Association of Veterans Upward Bound \(NAVUB\)](#)
- [Northland College Military Veteran Services](#)
- [Ramsey County Employment Assistance](#)
- [Veteran Journal Magazine](#)
- [Veterans of Foreign Wars \(VFW\)](#)
- [US Department of Veterans Affairs](#)
- [Wounded Warriors](#)
- [Indeed](#)
- [Minnesota Department of Education Veteran Resources for Military Families](#)
- [Minnesota Board of AELSLAGID](#)

Retention, Reintegration Support, and Training

Retention

The Department of Human Services has an active veterans Employee Resource Group (ERG) comprised of over fifty members. This veterans ERG is a group of employed veterans who meet with the purpose of supporting one another and advancing the mission, values, and goals of DHS. Currently, this group is partnering with the Veterans Administration to help develop and implement training, resources, and benefits.

Reintegration Support

Reintegration support is a key factor in successfully returning veterans to work. Comprehensive reintegration programs provide a supportive environment which encourages the veteran to remain within state employment. It is also important for deployed employees to know they are remembered and supported while on active duty.

Typical agency support activities include the following:

- Pre-deployment:
 - Meet with the employees to discuss how the agency can best stay connected with them and their families.
 - Ask the employee to designate a representative who can legally interact with the state agency on their behalf.
 - Discuss benefits, human resources policies, leave time, etc.
 - Provide FMLA training.
- During deployment:
 - Guide deployed employees throughout the reintegration process.
 - Hold positions for deployed employees.
 - Encourage employees to return to their positions after deployment.
 - Ensure agency employees informed about their deployed co-workers using agency newsletter and intranet sites when given privacy authorization.
- Post-deployment:
 - Conduct “Welcome Back” recognition events for deployed employees upon return.
 - Give appreciation awards for special recognition to veteran employees.
 - Develop individualized soldier return to work plans or supplementary training for smooth transition back to work.
 - Grant additional time off for reintegration, if requested.
 - Provide information and resources about Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI) and other related programs such as the Employee Assistance Program (EAP) to both supervisors and returning veterans.

Training

Many agencies provide and participate in training to ensure managers, supervisors, and state employees are knowledgeable, in compliance with applicable veteran laws, and using best practices for supporting veterans in the workplace. Oftentimes, agency human resource staff coordinate training efforts. In this section, we highlight fourteen trainings opportunities provided by agencies throughout the state.

Training offered by state agencies includes:

- Reintegration training for leadership staff and the returning deployed employees regarding smooth transitions back into the civilian workforce.
- Uniformed Services Employment and Reemployment Act (USERRA) training to outline the responsibilities of the employer and the rights and benefits awarded to veteran employees. For this reporting period, the Department of Natural Resources and Department of Transportation partnered to host a series of trainings for hiring managers and supervisors.
- Specific applications of the Family Medical Leave Act (FMLA) to deployed state employees and military family members.
- Minnesota Veterans' Preference Act (VPA).
- Recently Separated Veteran Interview Law.
- Noncompetitive Appointment of Certain Disabled veterans and Veteran Preference Act Training.
- DNR supervisor training resources available on the agency's intranet. Topics range from sensitivity to matters related to the combat zone, family adjustment, crisis intervention, and substance abuse.
- MnDOT's "We all Serve Fort Minnesota" training video.
- Emotional Effects of Deployment Cycles.
- Post-Traumatic Stress Disorder/Traumatic Brain Injury. The Minnesota Department of Health has staff dedicated to suicide prevention and traumatic brain injury for Minnesota residents.
- Resilience, Risk Reduction, and Suicide Prevention (R3SP)
- Post-traumatic stress disorder, traumatic brain injury, and suicide prevention sessions for veteran counselors and coordinators at Minnesota State campuses.
- Resilience, Risk Reduction and Suicide Prevention
- Military Discharge Upgrades training.
- The Department of Veterans Affairs, the Department of Employment and Economic Development (DEED), and the Department of Military Affairs, and the Department of Labor updated the *Leaders in Veterans Employment* seminar curriculum. This training is for HR directors, staff, and hiring managers on the value of hiring veterans. This curriculum will be presented to State Agencies and the MN Chamber of Commerce in 2020.
- Agency Recruiters who are responsible for finding talent to fill state positions, have dedicated *Statewide Recruiters Meetings* to discuss veteran hiring strategies.

Veteran-Focused Days of Recognition

Each year MMB works to ensure state agencies are informed of and practice Minnesota's veteran-focused state laws. MMB communicates new or updated legislation and agencies are expected to adjust agency policies and practices to support the legislation. Reviewing these policies annually provides an opportunity to check in on the progress of our veteran-focused initiatives. Agencies also observe and recognize veterans' contributions on designated days throughout the year:

POW/MIA Recognition Day

The third Friday of September each year will be Minnesota's recognition of the courage and sacrifices of the state's POW/MIA and their families.

Veterans Suicide Awareness Day

Minnesota will observe Veterans Suicide Awareness Day the first Saturday of October annually to increase visibility and awareness of suicide among our veteran population.

American Allies Day

June 30 of each year honors foreign-born individuals who have fought alongside the United States Armed forces in military conflicts around the world.

Hmong Special Guerilla Units Remembrance Day

May 14 of each year will honor Southeast Asians Americans and their allies who served, suffered, scarified, or died in the Secret War in Laos during the Vietnam War from 1961-1985.