



Giving Thanks FOR OUR VETERANS



It is fitting that we celebrate Veterans Day during this month for giving thanks. In addition to rightfully showing respect to the men and women who have served in the United State military, we can think of few better ways to honor our veterans than helping ensure they are not embattled by economic hardship.

And oh, what hardship there has been. Just when we had truly begun to recover from the Great Recession, wham! COVID-19 reared its ugly head.

But if there is one thing we know about our veterans, and their stalwart military families, they're not about to give up the fight.

That's why CareerSource Citrus Levy Marion is participating in the eighth annual statewide "Paychecks for Patriots" job fair, a special hiring event in collaboration with the Florida Department of Economic Opportunity, the Florida National Guard, and the Florida Department of Veteran Affairs. More than a dozen similar job fairs are taking place this month throughout the state's CareerSource Florida network of workforce development regions.

Paychecks for Patriots is designed to address the employment needs of veterans by matching them with employers who value the knowledge, skills and attributes attained during military service.

Last year, we held in-person hiring events throughout our three-county region, including at the Marion County Public Library in Ocala.

But this year, for everyone's safety, we and most other regions are offering Paychecks for Patriots as virtual events. Ours takes place on Tuesday, Nov. 10 from 10-11:30 a.m. There is no charge to participate either as a job-seeking veteran or business.

The virtual platform enables veterans to meet in real time with hiring managers, learn about job openings and submit resumes. They will also be able to connect with veterans' services organizations from all three counties.

Veterans and members of their families interested in learning more should call us at 800-434-JOBS or register right now at bit.ly/RegisterP4P.

I asked Henry Ayala, U.S. army (retired) and one of our Local Veteran Employment Representatives, to give me some reasons businesses should hire vets. He gave me a list of 15 benefits, but we'll highlight just a few:

"From day one, military personnel are trained to take their jobs extremely seriously," Henry told me. "They have it drilled into them that stupid mistakes, bad decisions or blatant oversights can get their comrades seriously hurt — or worse. You can't unlearn that, and so veterans will usually bring that enviable level of precision into the workplace."

"Veterans also know how to make decisions," he added. "Rather than making snap judgements, veterans have been trained to absorb every single piece of information they can so they can typically be relied upon to make the best choice available."

Henry also noted that veterans have a great work ethic.

"When you're in the military, slacking off isn't an option. Every task you've been asked to do must be done for a reason, and veterans have been trained to understand that. As a result, you can expect veterans to understand the meaning of hard work."

Two further considerations:

- **Hiring a Veteran Saves You Money** The federal Special Employer Incentives (SEI) program enables employers to hire qualified veteran trainees at an apprenticeship wage and receive reimbursement of up to half of each veteran's salary.
- **Hiring a Veteran Means Tax Incentives** Businesses hiring eligible veterans may take advantage of tax incentives, including the Work Opportunity Tax Credit (WOTC), Returning Heroes Tax Credit and Wounded Warriors Tax Credit, providing annual incentives of up to \$9,600.

If that sounds good to you, and you want to learn more, please contact Henry at 352-732-1700, ext. 2225 or email him at hayala@careersourceclm.com.

If you know of a veteran in need of employment, please help honor their service by telling them about the virtual job fair on November 10 – remember they can register at bit.ly/RegisterP4P. And if you are a hiring manager or business owner, there's no better way to thank a veteran than by giving them a job they need and deserve.

Laura Byrnes, APR, CPRC, communications manager at CareerSource Citrus Levy Marion, is accredited in public relations, a certified public relations counselor and a Florida Certified Workforce Professional. Please contact her at (352) 291-9559, (800) 434-5627, ext. 1234 or lbyrnes@careersourceclm.com.



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Paychecks for Patriots Virtual Career Fair

Open to U.S. veterans and their families

Tuesday, Nov. 10
10 - 11:30 A.M.

Register Today:
bit.ly/RegisterP4P



CareerSource Citrus Levy Marion is an equal opportunity employer/program. Auxiliary aids/services are available upon request to persons with disabilities and in Spanish. Phone numbers may be reached using TTY/TDD equipment via Florida Relay at 711. For accommodations, call 800-434-5627, ext. 7878. Programs funded by CareerSource CLM as grantee of the U.S. Department of Labor as part of awards totaling \$8.7 million, revised annually, with no funds from non-governmental sources. A proud partner of the American Job Center network and member of CareerSource Florida.

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