

At Your Service**Snapshot of Service****Partnering for Success: Licenses, Certifications, and OJT**

In today's competitive job market, in-demand jobs often require training, certifications, and licenses. Homeless Veteran Reintegration Program (HVRP) grantees use creative programming, employment placement tools, and unique partnership arrangements to help veterans achieve the skills needed for these in-demand jobs. These strategies maximize competitive employment for veterans in HVRP programs.

Many HVRP grantees help veterans connect to major employers with open positions through training providers offering classes that build needed skills. One example is within the commercial driving industry, which provides the rare combination of a large supply of open positions and a high demand from clients interested in pursuing employment as drivers. To capitalize on this synergy, the Colorado Coalition for the Homeless (CCH) partners with local community colleges to provide commercial driver's license (CDL) classes at a discounted rate. Upon completion of the training, CCH works with the college to connect veterans to local employers.

In some cases, the training partners may have direct relationships with employers, resulting in increased placement rates for clients gaining skills at those training providers. In Oregon, Easter Seals Oregon engages employers through "walkabouts" – a series of site visits focused on sharing the skills and employment goals of a particular group of veterans with potential employers. The organization then leverages these partnerships to create or access training programs in security and forklift operations to prepare veterans for open positions.

Other HVRP grantees use internal expertise to develop marketable job skills. Aletheia House in Alabama provides in-house training for its culinary program. Clients receive hands-on training in the hospitality industry, work with local chefs, and serve other clients. Participants who complete the program earn a certification, making them more competitive to prospective employers. Over time, successful placements have resulted in increases in employer engagement and willingness to hire future clients.

Through partnerships with colleges, training programs, employers, and in-house expertise, HVRP grantees continue to develop creative strategies for getting veterans into the workplace.