



Veteran's Programs

support business & promote employment

Contact: Jim Booker, State Veteran's Program Coordinator, 947-1845, Business & Employment Service Programs

Program Description

The US Secretary of Labor, through the Veterans' Employment and Training Services (USDOL-VETS), authorizes the funding of programs to meet the employment and training needs of service-connected special disabled veterans, service connected disabled veterans and other eligible veterans. DOL-VETS assists the public employment service (established by the Wagner-Peyser Act) to meet the requirement of providing the maximum level of employment and training opportunities for veterans.

Background / Enabling Legislation

Title 38 of the U.S. Code provides for the funding of a program grant by USDOL-VETS. There are two types of Employment Department veterans representative positions specified in Title 38. They are the Local Veterans Employment Representatives (LVERs) and Disabled Veteran Outreach Program representatives (DVOPs).

Funding Source

Veteran services are funded through the USDOL-VETS via a program grant. The grant pays for veteran representatives who are dedicated to serving eligible veterans and other eligible persons.

LVERs

LVERs are located in many WorkSource Oregon Employment Department (WSOED) field offices providing direct services to veterans. They also market veterans as a workforce solution to local employers and employer groups, provide guidance to Business and Employment Service (B &ES) staff on veterans' priority of service, and are responsible assuring that priority services to veterans are provided by field office staff.

DVOPs

DVOPs are located in many field offices around the state. Their time is spent focusing on veteran outreach, developing veteran service networks, and enhancing the employment prospects for special disabled veterans, disabled veterans and other

eligible veterans. They work with any veteran needing more intensive employment services.

Budget

The current budget for the LVER and DVOP Program is \$2,264,000. This program operates under Federal Fiscal Year of October 1 through September 30th of each year.

Staffing

The current LVER/DVOP budget supports a staffing level of 9.5 LVER FTE and 17.5 DVOP FTE. LVERs are located in 12 local offices and 16 offices have DVOPs stationed in them. Staff are directly supervised by field office managers and supervisors. Coordination and functional supervision for program services are provided by the state Veterans' Program Coordinator working out of the B&ES Program Section in Salem.

Services Provided

The veteran programs produced these outcomes for Program Year (PY) 2006, which runs July 1, 2006 to June 30, 2007*:

- Veterans registered
47,845
- Obtained Employment¹
17,047
- Hires²
5,412
- System Placements³
22,459
- Referred to Supportive Services
5,808

* Source: iMatchSkills OARS report Jul06-Jun 07

1. Credit taken when an individual goes to work without a direct referral but within 90 days of receiving a qualifying service. In most instances, this count is automated
2. ES registrant who goes to work as a result of a job referral (on an employer's job order)
3. The total of Hires plus obtained employment

Veteran Services

Background

One of the most important things we have found out, over the past five years, is that returning veterans come home focused on returning to “normal” life but some do not want anyone to know they have a problem getting back to “normal.”

Several factors work together to make reintegrating a problem for returning veterans including stress, pride, fear and bureaucracy. Stress can cause a host of problems including procrastination to the point of crisis. Pride or the “I can hack it” mentality puts problems on the soldier they weren’t meant to bear. Fear keeps them from looking “weak” to others (especially peers, wife and leaders). And perceived (and maybe sometimes real) bureaucracy keeps vets from even trying to get the benefits they deserve. We are working to overcome these factors through the services we offer.

To meet the needs of veterans with various barriers to employment, WSOED is using every means possible to provide first class service.

We are educating employers about the advantages of hiring veterans through business and account representatives, staff that work hard to become industry experts to facilitate quality services to employers and by using information gleaned from the national Hire Vets First campaign. The Hire Vets First campaign is an effort by the U.S. Department of Labor to provide employers with access to on-line and print information about the advantages veterans offer as employees.

iMatchSkills

WorkSource Oregon Employment Department also employs an on-line job listing and job seeker registration system called iMatchSkills. This national award-winning interactive database offers businesses and job seekers twenty-four hour access to enter job listings or job seeker registration culminating in matching the appropriate job seeker to job listings. The system is available on-line for access even in remote locations like Iraq and

features skill sets for military job titles. This secure system has built in veteran self-identification, and priority of service features. Veterans can contact LVER or DVOP staff for one-on-one registration guidance. LVERs and DVOPs can use the system to welcome and encourage veterans to contact them, search for jobs around the state that fit the veterans they are working with, set follow up reminders and communicate veteran’s needs with other LVER/DVOPs. An interesting feature is the ability to link to our QualityInfo.org website for helpful labor market information.

QualityInfo.org enables job seekers, including veterans, to enter their occupational and skill experience to find labor market information, job availability, wage information, links to job listings, and training and apprenticeship information.

Business Representative System

Business Representatives are utilized to market veterans to the business community. The Business Representatives become experts, researching and understanding the needs of our business customers and reaching out to businesses to promote WSOED as a high quality solution for workforce needs. In doing so, our staff statewide is committed to assisting the veteran in securing the right kind of job based on the veteran’s talents and challenges, matching the veteran to the employer’s needs.

Our partnerships with education, other workforce and economic development entities give us vital links to training opportunities for veterans to pursue careers with new and expanding businesses. Our trained staff offers career advice on identifying and making the most of transferable skills to job opportunities in other industries. Evaluating the veteran’s knowledge, skills and abilities allow them to make the best match with employer’s needs.

Marketing Services

WorkSource Oregon Employment Department and partners like Oregon Department of Veteran's Affairs (ODVA) and Community Solutions for Clackamas County (CSCC) make use of public service announcements, Governor's proclamations, job fairs and billboard and bus advertisements to promote hiring veterans to employers and to let veterans know about their benefits.

All WSOED offices make use of posters and brochure stands to alert veterans to the services available to them. Our brochures have been updated to reflect lessons learned from the Hire Vets First campaign such as emphasizing the soft skills veterans offer that other job seekers may lack.

The employer brochure emphasizes the benefits to businesses of hiring veterans. A veteran hiring success story adds power to the message and helpful websites provide even more resources. Local veteran representative contact information is also included.

The veteran's employment services brochure includes a job seeking veteran's success story, information about the LVERs and DVOPs, a list of services and helpful websites for veteran job seekers.

We also distribute giveaways such as bookmarks at job fairs, demobilization briefings and other public gatherings. Small, less likely to be discarded and likely to be used; they incorporate interview tips, 10 reasons to hire a vet and on-line resources.

Statewide Reintegration Network

WSOED became an integral part of the Oregon Military Department's Reintegration Team developed to bring the many resources a returning soldier might need under one umbrella, making access easier and less intimidating. The team coordinates debriefings for returning Oregon National Guard troops, a 24 hour-a-day resource access system, which includes a 1-800 number and public awareness outreach. Their coordinated efforts with employment, health care, law enforcement and education agencies provide the on-the-spot resources soldiers and their families need to make the transition to "normal" life.

Part of the plan to overcome the barriers mentioned above, includes a "go to the need" philosophy that

puts soldiers at ease. The resources go to them in the form of demobilization briefings, job fairs, medical center visits and family support group briefings or are available by phone or website. Another method is the "Soldier Enhancement Days" where multiple federal, state and local resources are gathered approximately 90 days after units return and set up at a location nearest to where the veterans live to offer a "one-stop" where veterans can look for work, get legal advice, sign up for health benefits or attend a job fair.

The plan also involves, the Oregon National Guard, WSOED, the U.S Department of Labor, the U.S. Department of Veteran's Affairs, the Oregon Department of Veteran's Affairs and a host of other agencies banding together to make sure we get the right benefits to veterans with as little hassle as possible. Reintegration Summit meetings were convened to collect the lessons all the different agencies had learned and to create a unified plan to meet the needs of our returning soldiers. The meetings resulted in a memorandum of understanding (MOU) designed to enhance cooperation, encourage resource and information sharing and increase knowledge about veteran's needs.

Emergency Transition Assistance

The Oregon Legislature made significant contributions helping veterans with emergency funds, additional education benefits, home loans and job related transportation funds. The legislation came about primarily through the Oregon House Committee on Veteran's Affairs and the testimony of the Oregon Military Department, the Oregon Department of Veteran's Affairs (ODVA), and many military organizations and private citizens. One question asked by the House Committee drove the legislation passed, **"What are the gaps in veteran's benefits, what can we do that hasn't been done?"**

The Veteran's Transportation Fund, administered by WorkSource Oregon, provides gas vouchers or bus passes to help veterans looking for work, training or short-term education opportunities. Due to a sluggish economic recovery, some veterans in Oregon need help getting to interviews or to work until they can collect their first paycheck. The program ended in June 2007 and served 748 veterans, of whom 397 have been placed in jobs.

WorkSource Oregon Employment Department helped identify veterans who needed the Oregon Veterans' Emergency Financial Assistance Program (OVEFAP) help and referred them to ODVA to access the funds. The OVEFAP monies have prevented many veterans and their families who were in a temporary emergency financial situation from becoming homeless. Most were assisted with rent and/or mortgage payments, utility bills to avoid shut-off, school clothes and supplies for dependents, necessary medical equipment and other emergency needs.

Veterans Workforce Investment Program (VWIP) Grant

This grant will assist veterans, especially transitioning and combat veterans to obtain employment, employment related training and support services. The \$750,000 grant from the U.S. Department of Labor will be used statewide and will build on a past successful VWIP marketing grant to make veterans aware of the services available to them, strengthen relationships between DVOP/LVERs and One-Stop partners, promote hiring veterans to employers and unions and demonstrate that the veterans helped will retain their employment. The grant is a cooperative effort between WorkSource Oregon, Community Solutions for Clackamas County and Labor's Community Service Agency with significant input from the Oregon Military Department.

Anticipated Program and Budget Changes in the Coming Year

Program changes

Our greatest challenge is to effectively reach recently returning veterans while continuing to serve past veterans under tighter budget constraints.

Budget Changes

The federal budget for the WSOED veteran programs continues to be a challenge. Funding for this program for FY 2007 was reduced by \$93,000 from FY 2006. Coupled with inflation, negotiated salary increases and the cost of employee benefit packages, FY 2007 funding resulted in the reassignment of 8.5 LVER FTE from direct veteran services to other duties within WSOED. The veteran's representatives whose duties were reassigned are now supported by other funding and

working to support other programs. The reduction of positions has been managed through attrition. Funding is provided to WSOED by DOL-VETS. United States Code (USC) Title 38 designates the state workforce agency as the recipient of the Jobs for Veterans Act grants.

USDOL-VETS allocates the funding based, in part, on a formula stipulated by Public Law 107-288 as it amends USC Title 38. The formula uses the Current Population Survey (CPS) and Local Area Unemployment Statistics (LAUS) provided by the Bureau of Labor and Statistics to determine the appropriate funding for States based upon working aged veterans.

The Funding Ratio:

The Total Number of Veterans Residing in the State that are Seeking Employment

Divided by

The Total Number of Veterans that are Seeking Employment in all States

In the past, we were able to pay for more positions than we had funding for through recaptured DOL-VETS money from other states. As the initial state funding remained essentially the same (not going up by more than a few thousand dollars) and our salaries and benefits as well as other costs went up we were able to afford less staff each year. The recapture money eventually went away as DOL-VETS received less money from Congress and other states used all of their allocations. Therefore, we were not able to continue to maintain the same level of staff and reductions were made.

Every effort was made to minimize the impact of the reassignment on service to veterans. Most offices affected retain a dedicated veteran's representative. Also, all Business and Employment Services staff are trained to be sensitive to the needs of veterans and are able to provide job seeking veterans with the service they need or connect them to those who can provide it. While they can not replace the dedicated veteran representatives, front line staff continue to offer valuable services to veterans.

Oregon Veteran's Employment Summit

Representatives from the Oregon National Guard, Oregon Employment Department (OED), Workforce Investment Act partners, apprenticeship training programs, and representatives from federal and state government met on April 2nd and 3rd at the Anderson Readiness Center in Salem to discuss ways to work with their local communities to help veterans find jobs.

Both US Representative Darlene Hooley (via a pre-recorded message) and Paul Evans, the Governor's Military and Veteran's Affairs Policy Advisor, welcomed the group and talked about current issues involving veterans, emphasizing the need of returning veterans for jobs and mentioning that veterans make great employees. They both noted that Oregon is recognized nationally as a model for helping National Guard veterans return to work and challenged the participants of the summit to work locally to serve veterans as well as they have served us.

From the start, it was pointed out that this is a critical time for veterans; many have been deployed multiple times and find it a challenge to reestablish work connections. Studies have shown that young veterans have the most difficult time finding jobs, particularly family wage jobs.

The attendees heard first-hand accounts from soldiers who had recently returned from the War on Terror as well as family members describing the transition from being a warrior to being a citizen. Dave Randall, a representative from the Oregon State Police (OSP), talked about why OSP seeks out veterans as employees. He noted their high level of transferable skills, dedication to duty, ability to finish what they start and a host of other desirable attributes.

In break out sessions, workgroups explored job search services currently available to veterans such as OED's specialized veteran's representatives trained to help veterans find jobs. WorkForce Investment Act partners explained their ability to perform assessments of job seeker's abilities, connections to training programs and funding. The apprenticeship programs like Helmets to Hardhats offered paid training and health benefits for qualified veterans.

Exploring gaps in services to veterans showed that much is left to be done. Approximately 3500 Oregon Veterans will be returning from a massive deployment in the summer of 2010. It's estimated that of those, 43% will be unemployed when they return, 18% will be underemployed and that approximately 40% will change careers within the first year of coming home.

Other trials veterans face are lack of recognition of training and experience for credentials or certifications, little knowledge of programs designed to help them find jobs, job transportation funds, employer reticence to hire veterans and family adjustment issues.

By the end of the summit, participants talked about bringing local job service providers, community colleges, local government officials and veteran's groups together in community meetings to plan ways to inform veterans of their benefits, reach out to families of veterans and join with the Oregon National Guard to prepare veteran's career and benefit events.

Oregon Veteran's Employment Summit

Gaps in Services to Veterans

- * Flexible/transferable college credits (recognition of military training & experience)
- * Certification/credentials recognition for military service/training
- * Job transportation funds
- * Gap in time to be career ready
 - Things need to be done to get job ready/ need short term job to meet needs
 - ORNG members who are waiting for Education/med benefits need job to fill the gap
- * Assistance to families
 - Adjustments to family/work when vets return (counseling)
 - Rental & utility assistance
- * Go to the vet with resource information
- * Resume/interview skills-also learning about transferable skills

Workforce solutions for your business needs

WorkSource Oregon provides access to trained workers whose skills and talents are aligned with the needs of your business and industry.

Veterans are highly trained and motivated job candidates to fill your needs

Why hire a veteran?



"They've already gone through that structured training program and it really makes it easier for them to come into our workforce with those skills and discipline. They've got some good education; usually a very good work ethic and they're usually a very good fit here."

Paul Yackley
Production Superintendent
Stimson Lumber

Visit
www.WorkingInOregon.org
for locations & veterans' representatives

Contact us...

Valuable web site resources for businesses

www.hirevetsfirst.gov - Great resource for businesses including skills translator and business success stories.

www.esgr.org - The Employer Support of the Guard and Reserve (ESGR). Web site contains information about business responsibilities regarding the job rights of returning troops.

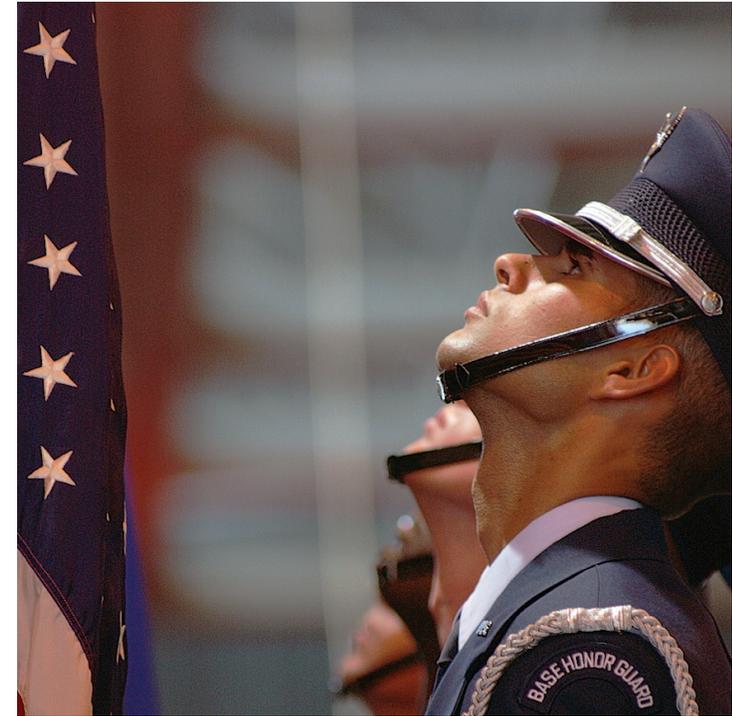


WorkSource Oregon is an equal opportunity program/employer. The following services are available free of cost upon request: Auxiliary aids or services and alternate formats to individuals with disabilities and language assistance to individuals with limited English proficiency. To request these services contact your local WorkSource Oregon Center for assistance.

WorkSource Oregon es un programa/empleador que respeta la igualdad de oportunidades. Disponemos de los siguientes servicios a pedido y sin costo: Servicios o ayudas auxiliares, y formatos alternos para personas con discapacidades y asistencia de idiomas para personas con conocimiento limitado del inglés. Para solicitar dichos servicios, contáctese con el Centro WorkSource Oregon más cercano a su área.

State of Oregon • WorkSource Oregon
www.WorkSourceOregon.org
ESPUB207 (0806)

Hire Veterans



**One good job
deserves another...**



www.WorkSourceOregon.org

Veterans - a valuable resource

We understand that businesses face unique workforce needs. Veteran job candidates provide several advantages for your business. Use that advantage - hire an experienced veteran, they are prepared for work.

Military service requires passing stringent screening

- Criminal and drug background checks
- Education requirements
- Physical fitness standards



Veterans get the attributes & skills that businesses value

- Leadership
- Professionalism
- Responsibility
- Technical and trade training
- Ability to handle stress
- First-class image
- Timeliness
- Global perspective

Veterans possess "soft skills" businesses desire

- Team work
- Pride in completing a task
- Proven ability to learn
- Positive attitude



Bring the veteran advantage to your work place! *Experience* - that's why they call them veterans.

WorkSource Oregon Helps Veterans

When Carrie decided to go back to work full time after being self-employed in Web design, she contacted her veterans' representative for assistance.

Her veterans' representative introduced her to iMatchSkills, an award-winning online job matching tool that matches a person's skills with job listings that require those skills.

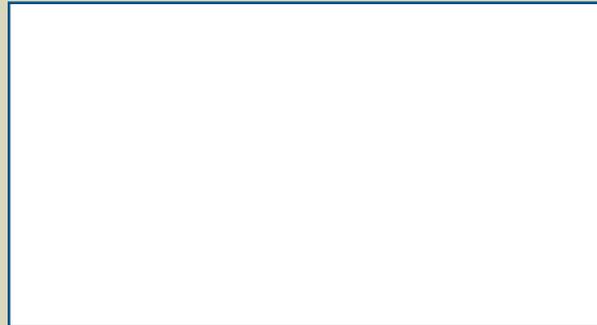
Between her veterans' representative and iMatchSkills, it wasn't long before Carrie was matched to several openings and was interviewing for chamber director.



Carrie Young, Director
Cornelius Chamber of Commerce

***“The representatives
were quite helpful.
They were friendly
and knowledgeable
in what they did.”***

Visit
www.WorkingInOregon.org
For Locations &
Veterans' Representatives



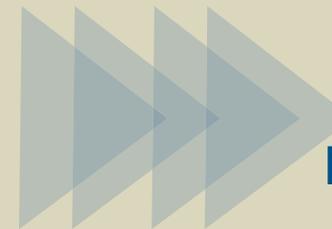
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State of Oregon • WorkSource Oregon
www.WorkSourceOregon.org
ES PUB 293 (0106)



Its All Right Here...



www.WorkSourceOregon.org

Veterans' Resources...

Representatives Are...

*available to assist veterans
and others eligible for
veterans' services at
WorkSource Oregon Centers
throughout the state.*

Local Veterans...

*Employment Representatives (LVER)
and Disabled Veterans
Outreach Program Specialists
(DVOP) are located in most
offices and specialize in
working with veterans
and their families.*



If you served in the United States Military, you may be eligible for veterans' services, referrals to employment and training opportunities, and information about other available resources.

Veterans Helping Veterans...

We understand your employment needs - from learning to translate military jargon into business language - to getting your military experience recognized by businesses.

Veterans' Representatives help with:

Employment

- Résumé & application assistance
- Vocational guidance
- Referrals to jobs
- Information on federal, state & local government employment opportunities
- Career exploration tools
- Tax credit information
- Job search workshops

Training

- Information on educational and training programs
- Referral to training & retraining programs, including VA Vocational Rehabilitation

Other services

- Information on health issues & where to file disability claims
- Connections to medical facilities assisting veterans
- Referral to local veterans organizations

Website Resources

- **www.WorkingInOregon.org**
Veterans' representatives nearest you, job listings, iMatchSkills, information about unemployment insurance, job fairs and child care.
- **www.WorkSourceOregon.org**
Find WorkSource centers and partners in your community. Connect with job opportunities, training and education resources, and local service providers.
- **www.QualityInfo.org**
Use career exploration tools and economic information to help with career planning.
- **www.odva.state.or.us**
Connect with benefit counselors, look into home loans and more.
- **www.hirevetsfirst.gov**
A great resource for veterans that includes 10 reasons to hire a vet, skills translator and résumé writer.
- **www.helmetstohardhats.org**
Trades apprenticeship information.
- **www.mil.state.or.us**
Resource links for Oregon National Guard members and their families.





503-655-8840 (Portland Metro)
1-877-VET-HIRE (Toll Free)
hirevetsfirst.gov

Hire Oregon Veterans Project (HOV)

⊕ \$750,000 US Dept of Labor Veterans Workforce Investment Program (VWIP) grant obtained through competitive process

⊕ Life of the grant is one year, July 1, 2006 through June 30, 2007 with possible extensions up to three years (additional two years) **We have been extended through June 2008 and should see another extension through June 2009.**

⊕ WorkSource Oregon and Labor's Community Service Agency (LCSA) are subcontractors to Community Solutions for Clackamas County (CSCC) the grantee

⊕ Purpose of the grant is to assist veterans especially transitioning and combat veterans to obtain employment / employment related training / support services

⊕ Scope of grant is statewide

⊕ Grant Provisions:

- Build on past successful VWIP marketing grant administered by CSCC to make veterans aware of services available to them (1-800 number/ billboards/billing inserts)
- Use regional meetings to strengthen relationships and increase cooperation between WorkSource Oregon DVOP/LVER staff and One-Stop partners to ensure maximum resource integration
- Promote hiring of veterans to employers, unions and apprenticeship committees
- DVOP/LVERs will provide enrollment, assessment, referral, case management, and follow up services to veterans
- Funds are available through the grant to veterans for work-related support service needs, (e.g., tools, work boots) or short term, work-related training
 - 388 vets @ \$700/vet for training (\$271,600)
 - 120 vets @ \$200/vet for support services (\$24,000)

⊕ Eligibility Criteria:

VWIP Program participants must be veterans who served at least one day in the active military, naval or air service, and who were discharged or released from such service under conditions other than dishonorable. Participants must also be at least one of the following:

- Veterans with service-connected disabilities
- Veterans who served on active duty in the armed forces during a war or in a campaign or expedition for which a campaign badge has been authorized
- Veterans who have significant barriers to employment
- Recently separated veterans (within 48 months of release or discharge)

⊕ Goals of the grant:

485 veterans enrolled	388 entering job related training (80%)
340 entering employment (70%)	272 retaining jobs for 90 days (56%)

Local Veteran's Employment Representative (LVER)

Advocate for employment and training opportunities with business and industry, and community-based organizations.

Plan and participate in **job fairs** to promote services to veterans.

Work with **unions, apprenticeship programs, and business community** to promote employment and training opportunities for veterans.

Promote **credentialing and training** opportunities for veterans with training providers and credentialing bodies.

Contact with employers to develop employment and training opportunities.

Develop employer contact plans for the service delivery point, to include identified federal contractors.

Coordinate with employer relations representatives in the service delivery point (SDP) to facilitate and promote opportunities for veterans seeking jobs.

Provide and facilitate employment and training services to meet the needs of newly separated and other veterans in the workforce development system and especially address the needs of transitioning military personnel through facilitation of **Transition Assistance Program (TAP) workshops**.

Ensure that veterans are provided labor exchange services needed to meet their employment and training needs.

Train other staff and service delivery system partners to enhance their knowledge of veterans' employment and training issues.

Promote veterans in the workforce development systems that have highly marketable skills and experience.

Disabled Veterans Outreach Program (DVOP)

Facilitation of **intensive services** to veterans with special employment and training needs.

- a. Conduct assessment
- b. Develop and document a plan of action
- c. Provide career guidance
- d. Coordinate supportive service(s)
- e. Provide job development contact(s)
- f. Refer to job(s)
- g. Refer to training

Conduct **outreach** to locate **veterans** for intensive services & market services to clients in programs such as:

VR&E	Civic and service organizations
HVRP	Partners through WIA
Homeless shelters	State Vocational Rehabilitation Agencies
VA hospitals and Vet Centers	Other Service Providers

Provide and facilitate a full range of employment and training services to veterans, with the primary focus of meeting the needs of those who are unable to obtain employment through core services.

WorkSource Oregon Employment Department Contacts

LVER LIST		Local Veteran Employment Representative						
City	First Name	Last Name	Position	E-Mail @state.or.us	Phone	Ext	Fax Number	
Albany	Jim	Munger	LVER	James.A.MUNGER	541-967-2171	240	541-967-2137	
Astoria	Patrick	Preston	LVER	Patrick.C.PRESTON	503-325-4821	227	503-325-2918	
Bend	Kandice	Newton	LVER	Kandice.I.NEWTON	541-388-6455		541-388-6453	
Eugene/Roseburg	Rob	Bassett	LVER	Robert.J.BASSETT	541-686-7684		541-686-7954	
Grants Pass	Dave	Smith	LVER	David.SMITH	541-244-3250		541-474-3195	
Hermiston	Bob	Dedlow	LVER	Robert.L.DEDLOW	541-564-5688		541-567-2306	
Hillsboro	Jeff	Edwards	LVER	Robert.J.EDWARDS	503-681-0252		503-693-0623	
La Grande/Enterprise/Baker City	Brian	Papineau	LVER	Brian.C.PAPINEAU	541-963-7111	25	541-963-5515	
North Bend	Keith	Powers	LVER	Keith.G.POWERS	541-751-8518		541-756-3900	
Ontario	Miguel	Arredondo	LVER	Miguel.ARREDONDO	541-889-5394		541-889-8437	
The Dalles	Allan	Morrison	LVER	Allan.R.MORRISON	541-296-5435	232	541-296-5590	
Tualatin	John	Concepcion	LVER	John.T.CONCEPCION	503-612-4238		503-612-4250	

DVOP LIST		Disabled Veteran Outreach Program						
City	First Name	Last Name	Position	E-Mail @state.or.us	Phone	Ext	Fax Number	
Albany	Cliff	Springstead	DVOP	Cliff.M.SPRINGSTEAD	541-967-2171	238	541-967-2137	
Bend	Roy	Morris	DVOP	Roy.G.MORRIS	541-388-6079		541-388-6453	
Eugene	David	Heavirland	DVOP	David.M.HEAVIRLAND	541-686-7753		541-686-7954	
Eugene	Robert	Ryker	DVOP	Robert.R.RYKER	541-686-7601	7322	541-686-7954	
Gresham	Curtis	Chapman	DVOP	Curtis.L.CHAPMAN	503-669-7112	264	503-666-2230	
Hillsboro	Kurt	Carlsen	DVOP	Kurt.J.CARLSEN	503-681-0211		503-693-0623	
Klamath Falls	Orlando	Williams	DVOP	Orlando.WILLIAMS	541-883-5630	234	541-883-5540	
McMinnville	Dennis	Carmody	DVOP	Dennis.M.CARMODY	503-434-7578		503-434-5408	
Medford	Russ	McBride	DVOP	Russ.R.MCBRIDE	541-776-6060	260	541-776-6093	
Newport	John	Farrar	DVOP	John.G.FARRAR	541-265-8891	333	541-265-5975	
North Bend	Frank	Carpenter	DVOP	Frank.E.CARPENTER	541-751-8510		541-756-3900	
Oregon City	Tony	Walton	DVOP	Tony.S.WALTON	971-673-6452		971-673-6405	
Oregon City	B.G. 'Buddy'	Reed	DVOP	Barkley.G.REED	971-673-6457		971-673-6405	
Portland North	Stan	Stanley	DVOP	Stan.T.STANLEY	503-280-6041		503-280-6015	
Portland North	Rene'	Garcia	DVOP	Rene.A.GARCIA	503-280-6061		503-280-6015	
Roseburg	Tom	Rapant	DVOP	Thomas.W.RAPANT	541-464-2357		541-440-3498	
Salem	Dennis	Durfee	DVOP	Dennis.M.DURFEE*	503-378-4832		503-378-6480	
Salem	Kevin	Crapser	DVOP	Dracey.K.CRAPSER	503-378-4917		503-378-6480	
St Helens	Phil	Butcher	DVOP	Leonard.P.BUTCHER	503-397-4995	225	503-397-7154	
Tualatin	John	Desilets	DVOP	John.F.DESISETS	503-612-4237		503-612-4250	

Program Coordinator- Jim Booker 503-947-1845 (Salem) James.H.Booker@state.or.us
For office addresses and directions go to www.employment.oregon.gov and click on "Office Locations"

Updated 1-2-08



Valuable on-line resources for veterans

<http://www.employment.oregon.gov/>

Featuring job listings, iMatchSkills job matching system, Unemployment Insurance information and job fairs

<http://www.qualityinfo.org>

Career exploration tools, great place to find out the prevailing wage for various jobs, job availability, outlook for future employment and a lot more

<http://www.hirevetsfirst.org>

A great resource for veterans that includes 10 reasons to hire a vet, skills translator and resume writer

<http://www.helmetstohardhats.org>

Trades apprenticeship information

<http://www.orng-vet.org/> or toll free number (1-888-688-2264)

Oregon National Guard Reintegration Team- central point of contact to the agencies that provide benefits and support for soldiers and their dependents

<http://www.odva.state.or.us>

Connect with benefits counselors, look into home loans and more

<http://www.mil.state.or.us>

Resource links for Oregon National Guard members and their families

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

Oregon Child Care Phone: 503-375-2644
Resource and Referral Network Toll Free: 800-342-6712
805 Liberty Street NE, Suite 2 Fax: 503-399-9858
Salem, Oregon 97301

<http://www.WorkSourceOregon.org>

Find WorkSource centers and partners in your community. Connect with job opportunities, training and education resources, and local service providers.



One Good Job Deserves Another

10 Reasons to Hire a Veteran!!!

1. Leadership
2. Professional
3. Responsible
4. Trained & skilled
5. Physically conditioned
6. On time
7. Can-do attitude
8. Teamwork under pressure
9. First-Class image
10. Global perspective



Online Search Help

iMatchSkills

Connecting Employers
& Job Seekers

WorkingInOregon.org

WorkSource Oregon

Job & Training Resources

WorkSourceOregon.org

OLMIS

Quality Information for
Informed Choices

QualityInfo.org

Hire Vets First

Great Resource for
Businesses

HireVetsFirst.gov

Helmets to Hardhats

Trades Apprenticeship
Information

HelmetsToHardHats.org

