

**Give Back to Those who  
Give Their All**

**To hire a qualified  
veteran, contact  
your local Veterans  
Employment  
Representative.**

**Visit  
[www.ides.illinois.gov](http://www.ides.illinois.gov)  
or call  
1-888-367-4382  
to locate the office  
nearest you.**

**Non-Discrimination**

IDES is an equal opportunity employer and complies with all state and federal nondiscrimination laws in the administration of its programs. Auxiliary aids and services are available upon request to individuals with disabilities. Contact your IDES office manager or the IDES Equal Opportunity Officer at (312) 793-9020 or TTY (888) 340-1007.

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State of Illinois

Department of Employment Security



# Employ Illinois Veterans



**IDES**  
ILLINOIS DEPARTMENT OF  
EMPLOYMENT SECURITY

## A Solution for Your Hiring Needs

The success of your business depends upon the quality of its employees. But finding the best people for your workforce can be a costly as well as risky venture. The Illinois Department of Employment Security has a solution for reducing cost and risk at the front end of your recruitment efforts:  
**Hire a Veteran First.**

### Why Hire a Veteran?

It makes sense to hire U.S. veterans. Veterans have the training, work ethic and proven skills that will immediately add value to your business. Equally important, you'll be contributing to America's global competitiveness and the strength of our economic base.



## Resources for Employers

The Illinois Department of Employment Security offers several no-cost resources to employers who hire veterans:

• **Illinois JobLink**

Employers can find qualified candidates whose resumes match their job requirements by registering with IDES' online job matching service:  
<http://IllinoisJobLink.illinois.gov>

• **Veterans Employment Representatives**

When using <http://IllinoisJobLink.illinois.gov> take advantage of one-on-one assistance from your local IDES Veterans Employment Representative. The representative can guide you in describing and posting your job order so that you can match successfully to qualified job seekers.

• **Tax Credits**

Employers may earn up to \$9,000 in federal tax credits for each eligible veteran they hire. The Work Opportunity Tax Credits reduce an employer's cost of doing business and require little paperwork. For more information, call 312-793-6811 or log on to <http://www.ides.illinois.gov/page.aspx?item=652>.

For more information on these services visit [www.ides.illinois.gov](http://www.ides.illinois.gov) or call 1-888-367-4382.

# Reasons Why You Should Hire Vets First

## TRAINED AND TRAINABLE

Veterans have skills that are transferable to the civilian workforce. Veterans also have the proven ability to learn new skills and concepts. Their background and skills can enhance your company's productivity.

## LEADERS

The military trains people to lead by example as well as through direction, delegation, motivation and inspiration. Veterans understand the practical ways to manage behaviors for results, even in the most trying circumstances. They also know the dynamics of leadership as part of both hierarchical and peer structures.

## TEAM PLAYERS

Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and group productivity.

## ACCUSTOMED TO DIVERSITY

Veterans have learned to work side by side with individuals regardless of their race, gender, geographic origin, ethnic background, religion or economic status.

## DEPENDABLE AND DISCIPLINED

Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, despite tremendous stress. They know the critical importance of staying with a task until it is done right.

## RESPECT FOR ORGANIZATIONAL STRUCTURE

Veterans have gained a unique perspective on the value of accountability. They can grasp their place within an organizational framework. They know how policies and procedures enable an organization to exist.

## CURRENT WITH TECHNOLOGY AND GLOBALIZATION

Because of their experiences in the service, veterans are often aware of the international and technical trends pertinent to business and industry. They can bring the kind of global outlook and technological savvy that all enterprises of any size need to succeed.

## STRONG WORK ETHIC

Veterans know what it means to do "an honest day's work." Prospective employers can take advantage of a track record of integrity, often including security clearances. This integrity translates into qualities of sincerity and trustworthiness.

## CONSCIOUS OF HEALTH AND SAFETY STANDARDS

Thanks to extensive training, veterans are aware of health and safety protocols, both for themselves and the welfare of others. Individually, they represent a drug-free workforce that is cognizant of maintaining personal health and fitness. Their awareness and conscientiousness translate into protection of employees, property and materials.



## TRIUMPH OVER ADVERSITY

In addition to dealing positively with the typical issues of personal maturity, veterans have frequently triumphed over great adversity. They may have proved their mettle in mission-critical situations demanding endurance, stamina and flexibility. They may have overcome personal disabilities through strength and determination.

