



Tennessee Veteran Ready Business Recognition Program

Follow this link to download an application prep sheet to walk you through the application.

Bronze Level

1. Does the business currently employ service members, Veterans, and their families?

**If you do not currently employ SMVF's, this will not disqualify you from applying at the Bronze level. Qualifying employees include Active Duty Service Members, National Guard, Reserve Members, Veterans, and Spouses.

1a. If so, how many?

2. Does the business employ those currently serving in the National Guard or Reserve?

2a. If not, mark no and move on to question 2

If so, please upload your ESGR statement of support. If you do not have a signed statement, please follow the link to sign the ESGR statement of support. A confirmation email will be accepted as proof.

*<https://www.esgr.mil/Employers/Statement-of-Support/>

3. Does the business actively inform current or potential employees about SMVF-specific earned benefits or available external programs available? (website, bulletin boards, mass emails, etc.) *The application provides a downloadable form you may use.

3a. Please upload documentation or an image showing this effort. (Picture of flyer on bulletin board, other flyers, etc.)

3b. Please give a concise explanation of how the documentation shows this action.

4. Does the business use resources like social media, websites, job banks, job fairs, a specific email list, or any other means to post jobs that specifically target service members, Veterans, and their families? *An option for this could be registering with Jobs 4 TN.

<https://jobs4tnwfs.tn.gov/vosnet/Registration/Emp/RegistrationType.aspx?plang=E>

4a. Upload documentation or an image of this effort. Examples may include but are not limited to, advertising on social media that mentions SMVF, your website, Jobs4TN, etc.

4b. Please give a concise explanation of how the documentation or image shows this action.

Silver Level

- 5.** Does the business recognize military service as a substitute for secondary education, experience, or civilian certifications?
- 5a.** Upload documentation or an image of a written policy or job description where military experience is used in place of education, experience, or certifications.
- *The application provides a policy and job description example.
- 6.** Does the business include SMVF employees in the hiring process and/or onboarding process of other service members, Veterans, and their families? (i.e. job fairs, resume screening, or interviewing process)?
- 6a.** Please upload documentation or an image demonstrating how current SMVF employees are involved. (flyers, pictures, podcasts, etc.)
- 6b.** Please give a concise explanation of how the business includes current SMVF employees in the recruitment or hiring of new SMVF applicants and how the documentation or image explains the efforts.
- 7.** Does the business participate in SMVF-targeted hiring events? (e.g. local American Job Center, other employment agencies, local Veteran service organizations, or host your own events or special times that you specifically invite SMVF to apply)?
- * The application provides a possible solution with a link to a small business hiring policy.
- 7a.** Please upload the documentation or an image here/ (flyers, pictures, podcasts, etc.)
- 7b.** Please provide a concise explanation of how the documentation or image reflects your efforts.
- 8.** Does the business maintain a platform to educate SMVF employees about their Veteran benefits and targeted programs for service members, Veterans, and their families? (employee resource group, special parking spots, paid time off to go to VA or Veteran benefit-related appointments, etc.)
- 8a.** Please upload documentation or an image showing this effort. (picture, flyers, etc.)
- 8b.** Please provide a concise explanation of how the documentation or image reflects the business's efforts.
- 9.** Does the business invite Veteran Serving Organizations, whether local, state, or nonprofit, to educate SMVF employees about their earned benefits?

Name of Organization:

POC:

Contact Information:

Gold Level

10. Does the business have a Veteran Retention Program such as mentorship, employee resource groups, career pathing, or upskilling?

10a. Please upload documentation or an image of the program provided.

10b. Please provide a concise explanation of your program. If not one of the above options.

11. Is there currently an SMVF-focused position (full, part-time, or volunteer) on staff, for the business, whose job description includes SMVF outreach and/ or hiring and/ or retention efforts?

11a. Please upload the position description or job posting.

12. Does the business have a hiring and retention program for military spouses as employees (e.g., a non-competitive process, flex hours, job relocation assistance, on-site daycare, etc.)

12a. Please provide documentation or an image of this program.

12b. Please explain how documentation defines the benefit to military spouses.

13. Does your business utilize an online military skills translator to integrate service members and veterans into your workforce?

13a. Provide a link to the business's online military translator tool or explain how the business uses an online military translator.

14. Has the business implemented any on-the-job training or apprenticeship program designed for SMVF employees, such as Skill-Bridge, Cyber Warrior program, journeyman programs, Internships, Fellowships, or the Apprenticeship Ambassador Initiative?

14a. Please upload documentation or an image of this program.