

## Hiring Preference for Veterans – Updated Quick Facts

---

- Ten percent of veterans who served in Iraq or Afghanistan were unemployed in October 2013
- Forty States, plus the District of Columbia, Guam and Puerto Rico, already award preference to veterans in initial hiring for public positions
- Washington was the first state to pass legislation extending a permissive veterans' hiring preference to the private sector (HB 1432 in 2011)
- To date, 13 states – Arkansas, Florida, Idaho, Iowa, Maine, Massachusetts, Michigan, Minnesota, North Dakota, Oregon, South Carolina, Virginia and Washington – allow private employers to voluntarily give preference to veterans when making hiring decisions
- Legislation is pending in nine additional states: Alaska (HB 6/SB 2), Connecticut, Indiana, Kansas, Kentucky, Montana, Nevada, New Hampshire and Oklahoma
- The federal government has been incorporating veterans' hiring preferences since the establishment of the Veterans' Preference Act of 1944, which is now codified in Title 5 USC
- While Title VII of the Civil Rights Act of 1964 prohibits veteran's preference in employment as unlawfully discriminatory, Section 11 of the act allows special rights of preferences to be granted to veterans as long as they are authorized under Federal, state or local law
- In 2011, President Obama challenged the private sector to hire or train 100,000 unemployed veterans and their spouses by the end of 2013. Over 290,000 veterans and military spouses have been trained or hired