

City of Austin Veterans Program

- Annually coordinate with the Austin Convention Center and Levy's restaurant to host the Veterans Day Appreciation Luncheon and Benefits Fair in honor of Veterans Day in November.
- Annually coordinate with the Austin Convention Center and Levy's restaurant to host the Women Veteran Appreciation Luncheon and Benefits Fair in honor Women's History month in March.
- Annually participates and assist with Veterans Day Parade and ceremony at the Capitol with the Austin Community in November
- Serves as the staff liaison for the City of Austin Commission on Veteran Affairs.
- Assist the Economic Development with the Veteran Small Business Loan
- Serve on the Mayor's and Governor's committee to help end veteran suicide
- Annually organize and host a special Memorial Day Ceremony for a fallen hero's family at City Hall in May.
- Organizes and schedules the City Manager Exec Team Tour at Fort Hood
- Contributes and assists the Texas General Land Board and provide a Veteran Land Board Presentation and resources
- Assists with the Purchasing Department's Service Disabled Veteran Business Enterprise (SDVBE)
- Annually schedules and update department executive staff and managers with Veteran initiatives and HR policies and procedures.
- Provide assistance to families and attend funerals for local military members killed in action or those who are employed by the City of Austin with a military history / community members.
- Organizes and participates with sending World War II, Korea and Viet Nam War Veterans to D.C through Honor Flight Austin
- Contribute and assist with Veterans Stand Down at the local VFW (Homeless Veterans) and Summit with the VA and local VSO's (Veteran Service Officers)

- Assists with EEOC/ADA/Veterans Community Outreach Event
- Organizes and hold Veterans Employment Seminars – Workforce Solutions Career Centers and at Fort Hood
- Created and manage the Homeless Veterans Furniture Program in partnership with the VA and ATT Vets.
- Coordinate and partner with Veteran services at local colleges and communities.
- Participates annually all Military Job Fairs throughout Texas
 - Fort Hood Mega Career job fair
 - Red, White and You
 - City of Austin Job Fairs
 - Department of Labor
 - Many more throughout Texas
- Participates and attends the annual DOD ESGR Freedom Award Event and Society Member – Washington DC
- Participates and assists with Military Related ADA Accommodation for City of Austin Employees with a Military background
- A member and participant with the Texas Veterans Commission (State) Veterans Advisory Committee
- Maintaining and updating the City of Austin Veteran’s Resource guide.

Continued Partnerships and Working Relationships with Veteran/Military Organizations

American Legion
 American Red Cross
 Attorney General Office
 Camp Mabry
 Caritas
 Disabled American Veterans (DAV)
 Dog Alliance
 Dress for Success
 Edwards Ministerial Association
 ESGR
 Fort Hood

Fort Sam Houston
Front Steps
Goodwill
Governor's Office
Grace after Fire
Health and Human Services
Heroes Night Out
Honor Flight Austin
Hope for Heroes (Samaritan Center)
Lackland Air Force Base
Military Order of the Purple Heart
Texas Center Point
Texas Veterans Commission
Trail of Lights
Travis County Veterans Service Office and others
TWC Texas Veterans Leadership Program
TWC Workforce Solutions
Veteran Affairs
Veterans United
VFW

Policies and Procedures

- Veterans Preference in Employment – 20 % of qualified candidates must be interviewed.
- Supplemental Pay (if a City of Austin military employee makes less than in the military than they do with the City, the City of Austin makes up the difference)
- Continuation of Benefits (if elected by the deployed service member)
- Transfer of Military time to (up to 4 years) towards City of Austin Retirement
- USERRA (Uniformed Services Employment and Reemployment Rights Act: the federal law that protects our military employees)
- Hiring Veterans
- PTSD and TBI Support and Awareness
- Military FMLA (Family and Medical Leave Act: entitles eligible employees of covered employees to take unpaid, job-protected leave for specified reasons including military deployment)
- Military Reintegration
- Military ADA Process (Americans with Disabilities Act)

City of Austin Veterans Commission; serving as an advisory council on Veterans Affairs populated by experts/advocates who have the pulse of the military and veteran community. The charter of this Commission is to identify and quantify the needs of the military and veteran population in the greater Austin metropolitan area, prioritize the needs, and propose solutions.

Federal, State and County Veteran Resources and Partnerships:

- Department of Veterans Affairs
- Texas Veterans Commission
- County Veteran Service Officer
- Texas Veterans Land Office
- Texas Workforce Commission
- Texas Veteran Leadership Program

The City of Austin Veterans Program was created 2007, receiving the Department of Defense Freedom Award in 2008 (the only City at the time in the Country to receive this award). The City of Austin was one of only fifteen employers nationwide to receive the prestigious Freedom Award. Of the approximately 14,000 employees in the Austin workforce, there are approx 2000 veterans that work for the City, of which over 250 are disabled veterans, with 120+ currently serving in the Guard and Reserves (some with multiple deployments to Iraq and Afghanistan).

In March of 2009, in an effort to reach out to unemployed or under-employed veterans, the City of Austin initiated a Veterans Preference Program in the hiring process for the City of Austin. Currently hiring approx 15 to 20 veterans each month.

Summary of Programs and Initiatives

<p>SDVBE (Service Disabled Veteran Business Enterprise) ***</p>	<p>In collaboration with the City of Austin Purchasing Department, the City seeks opportunities for qualified veterans to participate on City Contracts. If they meet the qualification, they will receive a 3% preference toward its formal proposal and must be a prime contractor to qualify. This program is housed at the Purchasing department and the Veterans Program supports, provides outreach and consults with the team regarding the program.</p>
<p>Veteran Resource Center (VRC)***</p>	<p>The Commission on Veteran affairs sent a proposal for the City of Austin to approve a budget to create a Veteran resource center for the City of Austin. The idea is to find a location central for veterans with easy access to public transportation and with veteran service organizations to be housed and provide services and resources to veterans living in the City of Austin.</p>
<p>COA Women Support Group***</p>	<p>Collaboration with the City of Austin Healthy Connections, develop a yoga class for women veterans to participate in. We develop a work group to support the various needs of our women veterans working for the City of Austin and offer events and opportunities to network and learn about their benefits</p>
<p>Women’s Roll Call</p>	<p>In collaboration with Texas Veterans Commission Women’s Program and Dress for success to provide an annual roll call event for any women veteran living in the city of Austin to receive resources, employment resources, training, and suits for interviews.</p>

Women's Day ***	On June 9, 2017, Texas S.B 805 designated June 12 th as Women Veterans Day in the State of Texas. With collaboration with the Texas Veterans Commission, will recognize the contribution of women who served the United States Military with a ceremony at the Texas Capitol along with a veteran's resource fair and art exhibit.
Women Veterans Luncheon	Annually in honor of Women's History month, we thank and host a luncheon to city of Austin current and retired women veterans to receive a lunch, resources and chance to network with others
Veterans Appreciation Luncheon	Near Veterans Day, the City of Austin hosts an annual luncheon to thank all current and retired City of Austin employees who are veterans/ currently serving in the Guard / Reserves with a luncheon along with resources from various veteran organizations and provides a networking opportunity for all. The mayor, council and City management are invited to attend.
Fort Hood Career Skills Program ***	In partnership with Fort Hood, the City of Austin will interview and have soldiers from Fort Hood that are within 180 days of leaving the Military to work for the City of Austin to gain experience and a high chance of employment. Currently Fleet Services, Austin Energy, Austin Water, CTM are the departments participating in the program with future departments to also be involved.
Honor Flight Austin	Honor and thank our most senior veterans with a trip to Washington D.C to see the memorials built in their honor. Initially started with sending WWII Veterans to D.C. to see the memorial built 60 years after their war was over. The trip has now been open to Korea and Vietnam War veterans since WWII veterans are harder to find.
No longer homeless Veterans Furniture program	Support Veterans in the HUD-VASH and SSVF programs with donated furniture from the community. This gives our veterans a new sense of pride to starting new and the Veterans program coordinates and finds the volunteers for picking up and delivering. Partnered with ATT Vets, Texas Association of Vietnam Veterans and Code Compliance (if available)
Toys for Tots	Partnership with the USMC Toys for Tots program, assist in securing storage and support for their annual program in December. This program is owned by the United States Marine and they help thousands of children nationwide have toys in time for Christmas
Veterans Day Parade	In partnership with the Community, the City of Austin has their annual Veterans Day Parade Downtown. The City waives all fees for the parade to be held and city departments, council and mayor are invited to participate and show their support to those who served

Veterans Benefits Symposium ***	Provides resources and information for veterans to take advantage of their benefits and invite stakeholders within the community of Austin to present and advocate about their organizations and services. The veterans program informs the veterans of all benefits the City of Austin offers them and answer any questions they may have regarding their service.
Memorial Day	Annually, the Veterans program honors local Veteran who was killed in action in the Month of May before a Council Meeting with the presentation of the colors, national anthem, taps and proclamation read by the Mayor to be given to the family of the deceased.
Veterans Park	In collaboration with City of Austin Parks and Recreation Department with council from the Veterans Commission; the veterans program assists and consults with the department and organizations to create a Veterans Park in the City of Austin
Veterans Mentorship Program	This program connects a junior employee employed by the City of Austin who served in the military with a senior leader who is a veteran in the City of Austin to mentor and assist the Jr. Employee by informing them of any career advancement opportunities, overall support and guidance with the City of Austin.
Military Job Fairs / Assistance with Employment	Support and attend various military job fairs throughout the year with employment services if they are available. We advocate for veterans to apply with the City of Austin and assist those who are interested in applying with the City of Austin with the application process and updates
Veterans Resource Guide	This Guide was developed by the Veterans Program and it provides a listing of resources in the City of Austin and surrounding counties on Veteran benefits and organizations. It is located on the City of Austin Veterans website and is updated by the veterans program
City of Austin Veterans Data and analysis	When someone in the military / guard/ reserves gets hired with the City of Austin, their veteran status is updated in Banner. Some departments do not update this list to be current so the Veterans program is currently updating and fixing the current list of Veterans working for the City of Austin to show real time data of veterans hired, and how many are currently serving in the Guard / Reserves.
Veteran Small Business Loan ***	Housed and owned by the City of Austin Economic Development department, they developed a veteran small business loan that offers a \$250,000 Micro loan pool available for veterans to start or expand an existing business locally in Austin. These loans are available up to \$35,000 per applicant and the veterans program consults with the team, engages with the community and advocates for this program

<p>Aviation Veterans Fellowship Program ***</p>	<p>In collaboration with Aviation, the Veterans program assists, consults and promotes their new fellowship program that accepts transitioning service members of the military to work for the Aviation Department. This fellowship allows transitioning veterans to gain experience at the airport with a possibility of employment.</p>
<p>City of Austin Manager's Training on Veteran policies, procedures and initiatives</p>	<p>Annually, the veterans program schedules and coordinates time to brief and update the Executive Staff and HR managers of each department on Veteran benefits, ADA, ESGR, USERRA and the special policies in place to support those in the guard and reserves.</p>

Most Recent***

Employment Assistance

City of Austin Employment Services Satellite Office Schedules

Asian American Resource Center
8401 Cameron Rd, Austin TX 78754
Wed 9:30AM–6:00PM
(512) 974-1700

African American Youth Harvest Center
6633 Hwy 290, Suite 303, Austin TX 78723
Mon-Tue 9:00AM-4:00PM
(512) 428-4480 ext. 218

DeWitty Training and Employment Center
2209 Rosewood Ave, Suite 210, Austin TX 78702
Mon-Fri 8:00AM–4:00PM
(512) 974-2751, (512) 974-2728, (512) 974-3478

Workforce Solutions (North)
6505 Airport Blvd Suite 101, Austin TX 78752
Mon, Tue, Thurs and Fri 8:00AM-5:00PM
(512) 597-7237

Workforce Solutions (South)
6505 Burleson Rd, Austin TX 78744
Thurs-Fri 8:00AM–4:30PM
(512) 381-4223