



SB 410- Helping Veterans Find Work

SUMMARY

SB 410 allows veterans to more easily find employment in the civilian workforce by expediting the approval process for obtaining a Veteran's Preference for state jobs. This is especially helpful for younger veterans who typically need more time than younger non veterans to find similar civilian jobs.

BACKGROUND

According to a 2014 RAND study, between 2000 and 2011, younger veterans were, on average, 3.4 percentage points more likely to be unemployed than similarly situated younger non-veterans. In addition, in 2017, the unemployment rate for young veterans was 6.3% --- substantially higher than the overall veteran unemployment rate of 4.5%.

California currently allows honorably discharged veterans applying for state jobs to apply for and obtain a veteran's hiring preference (Veteran's Preference), which places them in the top rank for state job examinations.

In order to apply for the Veteran's Preference, a veteran must supply a Department of Defense form DD-214 to the California Department of Human Resources to verify his or her military service.

Yet, a DD-214 is only provided upon official separation from the military. Consequently, a veteran would need to wait additional months to obtain a Veteran's Preference. This results in an additional delay, slowing down their ability to find a civilian job immediately following their separation from the military.

EXISTING LAW

The California Department of Human Resources, in consultation with the California Department of Veterans Affairs allows a discharged veteran, widow or widower of a veteran, or spouse of a 100 percent disabled veteran to apply for a Veteran's Preference for state civil service job examinations.

To obtain the Veteran's Preference, the veteran must have been honorably discharged and achieved a passing score in an entrance exam for a state civil service job.

If the veteran obtains the Veteran's Preference, he or she will be ranked in the top rank of a state eligibility list. However, the process for obtaining a Veteran's Preference may not begin until after they are separated from the military.

THE SOLUTION

SB 410 allows veterans, prior to separating from the military, to provide a signed document by a commanding officer that verifies his or her military service and impending honorable discharge to the Department of Human Resources.

This allows veterans to apply for a Veteran's Preference earlier, which gives them an opportunity to more easily obtain civilian employment immediately upon separation.

SB 410 will be particularly helpful for younger veterans who tend to have a higher unemployment rate than older veterans upon separation from the military.

SB 410 honors our veterans for their service and sacrifices for this country by providing them a better opportunity to more easily transition into civilian life.

FISCAL EFFECT

Unknown at this time.

SUPPORT

American G.I. Forum of California
American Legion-Department of California
AMVETS-Department of California
California Association of County Veterans Service Officers
California State Commanders Veterans Council
Military Officers Association of America, California Council of Chapters
Vietnam Veterans of America-California State Council

STAFF CONTACT

Dana Cruz
(916) 651-4034
dana.cruz@sen.ca.gov