

# Attachment B

## Major Challenges and Barriers for Illinois Veterans

### 1. Education/Training and Credentials

- Translating military training and experience to critical workplace skills needed by employers (e.g., in resumes and job interviews)
- Transferring military training skills/experience into credentials (e.g., licenses, certifications, degrees) for future employment.
- Transferring military/other education toward credits or advanced placement in education and training programs
- Transferring and correcting prior educational credits and credentials
- Lack of basic academic skills (needing remediation) blocking access to education and training and employment
- Lack of job readiness skills (e.g., mentors/coaches/sponsors, soft skills training, transition to civilian work environments)
- Lack of education and training required for good jobs
- Lack of defined career and education plans for accessing local, regional and state employment opportunities in high-demand sectors
- Setting realistic expectations for college and careers
- Lack of opportunities for business entrepreneurship training
- Lack of early intervention in education and career coaching and planning before enlistment, during deployment, and then again before discharge

### 2. Other Education/Training and Employment Barriers

- Service-related disabilities
- Other disabilities and health-related barriers including substance abuse
- Family obligations including required income support and family benefits and services
- Transitional and permanent affordable housing
- Transportation
- Criminal history

### 3. Employer Hiring and Rehiring

- Limited job search skills
- Lack of personal/professional networks for finding jobs
- Lack of active employer recruitment programs
- Lack of awareness of tax credits and other incentives
- Employer understanding of key skills veterans bring because of their training and experience
- Negative stereotypes of veterans among some employers
- Need for accommodations (e.g., technology)
- Enforcement of rehiring requirements for returning veterans
- Lack of intermediaries to help translate skills and make connections to employers

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### 4. Veteran Benefit Awareness, Utilization and Coordination

- Awareness and understanding of veteran's benefits and related education, employment, and support services
- Lack of skills and support systems for fully utilizing and coordinating veterans benefits and services along with other related federal, state and local programs
- Lack of access (including distance) to on-going supportive services such as mental health and substance abuse counseling.
- No clear system in place to track veterans who are returning as they transition into civilian life.