



- ✓ Qualified
- ✓ Veteran Status
- ✓ Ready to work

Veterans Employment Opportunity Program

Information for Hiring Managers

Cut through the bureaucracy and hire a qualified veteran now. You know the expected jobs skills, so why not expedite the process and put a qualified veteran to work immediately? You determine the job qualifications and you'll still evaluate the new employee to make sure they are right for the job. If you choose, you can still fill the position through a competitive hiring process.



division of
**Human Resource
Management**

www.statejobs.utah.gov
www.dhrm.utah.gov



Veterans Employment Opportunity Program

Veteran Applicant FAQs

What is the Veterans Employment Opportunity Program (VEOP)?

The Veterans Employment Opportunity Program is a state of Utah/DHRM law designed to assist in the hiring of qualified veterans into state employment. The program allows for veterans of the U.S. armed forces to be hired into designated career-service positions with a 6-month on-the-job examination period in lieu of a competitive hiring process.

What do I have to do to hire a veteran with the VEOP?

You need to let the recruiter know that you would like to announce your recruitment as a VEOP recruitment. An additional veterans question will be included in the application process. Once an applicant list is created, you will have some choices for how you want to interview veteran applications.

How is this different than the regular hiring process?

The program expedites the hiring process by allowing you to interview and hire qualified veterans separately from other candidates if desired. The candidate is hired in a 6-month on-the-job trial period in place of the competitive hire process.

Why should I hire a vet using VEOP? What are the benefits?

The competitive hiring process can be challenging for many candidates and especially for veterans returning to the civilian workforce. VEOP allows hiring managers an opportunity to view qualified veteran applicants separate from other applicants. The hiring process is faster and provides greater exposure to veteran applicants.

What if I'm not satisfied with the VEOP candidate I hire?

You retain all of the options to review the candidate. The VEOP candidate is initially hired for a 6-month trial period. Following the trial period, the standard new-hire probationary period applies. Your decision to retain or terminate is the same as during the probationary period.

If I have other questions about VEOP, whom do I ask?

You can contact your HR office about a VEOP recruitment.

