

Homeless Veteran Employment Assistance Guide for Service Providers



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for HOMELESS VETERANS

Introduction

This guide was produced through a Department of Labor grant to serve as a quick reference resource to assist government agencies, community-based organizations, social workers, case managers and others who are helping homeless veterans prepare for and obtain employment.

Homeless veterans have the same legal rights as all veterans to employment assistance, preferences in federal hiring practices, and eligibility for Department of Veterans Affairs and Department of Labor employment programs. However, their homelessness presents unique challenges and potential obstacles. Use this guide to address those issues and to enhance your success in helping this special veteran population.

Connecting With the Community

Helping homeless veterans obtain steady, gainful employment may seem like a daunting challenge, but if you take time to connect with the local homeless service provider community, you will have the valuable allies and support you need to succeed. The fact is, in most communities, you will be welcomed to join an already established team of government officials, community-based homeless service providers, social workers, medical specialists, and counselors who are working together to help homeless individuals and families.

■ *Community-based Organizations*

Community-based and faith-based organizations (CBOs) provide more direct services for homeless veterans than all federal facilities combined. These organizations usually work within regional networks in partnership with federal and state agencies to provide emergency and transitional housing, employment counseling and job placement services, access to health care, legal aid, substance abuse and mental health services, life skills training, and other supportive services that prepare homeless veterans to once again become productive members of society. Many of them will be sending you job-ready veterans – those who have participated in job preparation and training programs.

To learn which organizations can help you better serve your homeless veteran clients, refer to the following:

- **National Coalition for Homeless Veterans** – The only national organization wholly dedicated to providing services for homeless veterans, NCHV can offer valuable information and guidance about assistance programs in many communities. Go to www.nchv.org, and click on “Locate a Community-based Organization” for contact information in your area.
- **Coalitions for the Homeless** are networks of service providers working together to help homeless people. They exist in most cities and urban counties. Look in the local phone book, or contact the mayor’s office for information. You may also find local information about assistance providers, arranged by state, at www.nationalhomeless.org/local/local.html.
- **Local Charitable Organizations** – Local chapters of national organizations can be a valuable source of information on employment and other supportive services available in their communities. Contact the nearest office of the Salvation Army, Volunteers of America, United Way, Goodwill, Catholic Charities, and other charitable organizations. Local yellow pages often have a section for “Homeless” or “Homeless Services” that includes listings for organizations that help homeless citizens.
- **Veteran Service Organizations (VSOs)**, such as the American Legion, Veterans of Foreign Wars, Disabled American Veterans, AMVETS, Paralyzed Veterans Association, Blinded Veterans Association, Military Order of the Purple Heart, Vietnam Veterans of America and Non Commissioned Officers Association, offer employment related services for veterans in various localities. Contact the local posts or chapters and ask about their services.
- **Stand Downs** – These are one- to three-day events offering homeless veterans a broad range of necessities including food, clothing, medical services, legal and mental health assistance, job counseling and referrals. Employment specialists should participate in these programs to forge strong community ties and to provide employment counseling for homeless veterans. A list of scheduled Stand Downs can be found at www.nchv.org.

■ **Community/Government Partnerships**

- **Department of Housing and Urban Development** – Most federal homeless program funding is administered through HUD, which allocates funds according to approved “Continuum of Care” plans. Local homeless service providers and government agencies work together to develop these plans. HUD maintains a list of agencies and community-based organizations in every state that provide assistance to homeless individuals and families. Go to: www.hud.gov/local/index.cfm.
- **Department of Labor – Veterans’ Employment and Training Service – Homeless Veterans Reintegration Program (HVRP)** facilitates the reintegration of homeless veterans into the labor force through grants that are awarded to nonprofit community-based organizations, workforce investment boards and state government agencies offering employment and job-readiness services. Call your local state employment or job service office and ask for the DOL representative to locate HVRP programs that are available in your area.
- **Department of Labor – Veterans’ Employment and Training Service – Veterans Workforce Investment Program (VWIP)** provides grants to states and community-based, faith-based and local public organizations to offer workforce services targeted to veterans who have service connected disabilities, had active duty experience in a war or campaign, are recently separated from the service, or are facing significant barriers to employment (including homelessness). To check on programs in your area, contact your nearest DOL-VETS office. Office locations are listed at: <http://www.dol.gov/vets/aboutvets/contacts/main.htm>.
- **Department of Veterans Affairs CHALENG** – Each year the Department of Veterans Affairs conducts a survey of VA healthcare facilities and the nation’s homeless veteran service providers and clients through the Community Homelessness Assessment, Local Education and Networking Groups (CHALENG) Project. Survey information includes an estimate of the number of homeless veterans in each medical center service area, the services that are available to help them, and gaps in necessary services. Each VA Medical Center has a designated point of contact. For the CHALENG contact person

nearest you, go to www.va.gov/homeless/ and click on “CHALENG Report.”

- **Department of Veterans Affairs – Veterans Health Administration Homeless Veteran Coordinators** – Every VA medical center has a Homeless Veteran Coordinator who can give you information about local services for homeless veterans provided through the Veterans Health Administration. Services include outreach, case management, referrals to benefits counselors, linkage to health care and housing assistance. For local contacts, go to: www.va.gov/homeless/docs/HCHV_Programs_ByState.pdf.
- **Department of Veterans Affairs – Veteran Benefits Administration Homeless Veteran Coordinators** – Every VA Regional Office (VARO) has an assigned Homeless Veteran Coordinator who can help expedite the VA benefits claims process for homeless veterans. To find the nearest VBA office, go to: www1.va.gov/directory/guide/allstate_flesh.asp.
- **State Directors of Veterans Affairs** – Every state has a Director of Veterans Affairs, usually appointed by the governor. These offices are not associated with the VA, and may provide additional services to veterans that include housing assistance, employment programs, education grants and emergency loans. Services vary widely from state to state. For contact information in your state, go to www.nasdva.com.
- **County Veteran Service Officers (CVSOs)** – These are locally funded veteran representatives authorized to help veterans file claims for benefits to which they are entitled due to military service, and provide referrals to supportive services veterans need. Not all states have CVSOs. Check the blue pages of your local phone book to see if there is a county veteran service officer in your area, or check online at www.nacvso.org.
- **State Offices on Aging** – Department of Labor Title V programs, administered by State Offices or Bureaus on Aging, focus on employment training for veterans 55 and older and their spouses who meet low-income criteria, which includes homelessness. Check the blue pages of your phone book under “State Government” for contact information. May be listed under Human Services or Public Assistance.

Special Considerations

■ *Residence*

Homeless veterans who are not enrolled in a supportive residence program often have no fixed address, which means receiving mail and phone calls may be a problem. During assessment, determine how you will keep in touch with your client.

- If staying at a shelter, the veteran should obtain permission to use its address and telephone number for job applications. *Community shelters often have limits on how long a person can stay, so a long-term alternative for contact is desirable.*
- If transient, the veteran should obtain permission to receive mail and phone calls at an acceptable location for the short term. This can be a local shelter, VA regional office or clinic, a local veteran service organization (VSO), a local church, or even your office. Clients should be referred to supportive, transitional housing programs as soon as possible to access other supportive services they need and to increase their prospects of obtaining steady, gainful employment. For information on how to help your client find housing, go to the “General Assistance Resources” section on page 16 of this guide.

■ *Health and Hygiene*

Depending on how long they have been without a permanent residence, homeless veterans may have serious health and hygiene issues that must be addressed. Veterans who are not already enrolled in a supportive residence program should be referred to the nearest VA medical center or clinic, or a local community clinic for assessment and treatment for the following:

- Hepatitis C, HIV, tuberculosis (TB) – all homeless people are at a higher risk of contracting these infections than the general population, and homeless veterans are at an even higher risk for Hepatitis C and TB.
- General health screening.
- Dental care – this is often one of the first sacrifices made when someone encounters economic hardship.
- Mental health assessment – a large percentage of homeless veterans experience depression or post-traumatic stress disorder

(PTSD) related to their military service and their struggles leading to and during periods of homelessness.

- Substance abuse – Untreated psychosocial disorders often lead to self-medication with alcohol and illegal drugs. As many as 76% of homeless veterans have substance abuse and/or mental health issues.

Remember: Addiction is, in itself, a disease that requires treatment and follow-up supportive counseling. You need to familiarize yourself with the recovery process and the programs in which your clients are participating.

■ **Lack of Income**

Clothing for interviews; laundry; preparing, copying and mailing resumes and applications; telephone calls to prospective employers; transportation to interviews – all of these are cost items many homeless veterans cannot afford.

- If the veteran is in a residential program, contact the case manager to determine availability of clothing, help with resume and job applications, bus tokens or other transportation assistance, telephone access and other support.
- If transient, the veteran will be dependent upon other sources of assistance. Refer to “General Assistance” on page 16.

■ **Personal & Veteran Identification**

Many homeless veterans do not have the personal identification documents required to obtain employment. Along with an application and resume, a person may need the following:

- Photo ID – Contact the VA homeless veterans coordinator at the nearest VA Medical Center for information about how to obtain a photo ID. These are VA eligibility and veteran status confirmation cards with the veteran’s photo. To find the center serving your area, look in the blue pages of the phone book under “U.S. Government, Veterans Affairs.” State Motor Vehicle Departments provide this service for a fee.
- DD 214 – Homeless veterans are entitled to one copy of their service and medical records free of charge. Send requests to the National Personnel Records Center, Military Personnel Records, 9700 Page Avenue, St. Louis, MO 63132-5100.

Homeless veterans, through their DVOP/LVER or case manager, may fax the request for records to 314-801-9201. Be sure to write “Homeless veteran case” clearly on the form.

Veterans discharged from the Navy after Dec. 31, 1994, and the Marine Corps after Sept. 30, 2001, should send requests to Navy Personnel Command, PERS 312E, 5720 Integrity Drive, Millington, TN 38055-3120. Veterans may also submit their requests online at vetrecs.archives.gov.

State Offices of Veterans Affairs often have military records of veterans who are state residents. Go to www.nasdva.com for contact information in your state.

- Birth Certificate – Contact the appropriate office of the state government in the veteran’s state of birth.
- Social Security Card – Apply at the nearest Social Security Office (check the blue pages of your local phone book under U.S. Government, Social Security Administration). Because of tightened security at some federal buildings, check with your local office to see if there are special procedures your homeless veteran clients must follow to complete the application process.

Communicating With Employers

■ **Legal Considerations**

Many homeless veterans have histories of medical, substance abuse and legal problems, and you must be aware of the restrictions on your activities. Generally, you are free to discuss these issues with your client, but the veteran is the only one who has an absolute legal right to divulge medical and criminal histories to a potential employer. Your role should be limited to:

- Helping prepare the veteran to answer questions about past health and legal issues. Be honest and direct, and help the veteran draft statements that attest to the actions taken to address past problems. These can be presented to employers if requested, or used during preparation for interviews.
- Accessing VA medical and service records for the purpose of complementing the case management support the veteran is receiving through a supportive residential program, or to help the veteran develop an individual employment plan. If you are

serving as a *de facto* case manager, you should request that the veteran complete the Request for and Consent to Release Information from Claimant's Records, VA Form 70-3288.

■ **Regarding Homelessness**

You are encouraged to maintain follow-up contact with homeless veterans after they have accepted employment. This is necessary to assess the success of the client, and to evaluate the suitability of employment opportunities for other homeless veterans.

- When the outcomes are positive, employment specialists should cultivate their association with companies that have benefited from successful placements.
- Care should be exercised to focus only on the skills, work ethic and job performance of the veteran clients. Do not engage in discussions with employers about private, personal matters.
- **NEVER** guarantee that a client will perform at a satisfactory level. The veteran's performance is beyond your control. Your integrity as an employment specialist must be safeguarded.

Supporting the Veteran

■ **Understand the Client**

It is not unusual for a person to experience anxiety and frustration when applying for employment and undergoing the strain of interviews. Homeless veterans often have the added burden of impaired self-esteem, fear of failure and other psychosocial obstacles to overcome.

In many cases, the veteran will need supportive case management and various counseling services long after gaining employment. Part of your assessment will necessarily have to consider the veteran's mental and emotional stability as it relates to the stress level of certain jobs.

You may find that it is sometimes difficult to make a connection with a homeless veteran. Their trust is not easily earned. Some seek instant solutions and don't return when their expectations are not met. Advise your client up front that seeking employment takes time, and be prepared to coach them through frustration.

Make certain your clients know your door is always open, and you will go the distance with them.

■ **Coaching the Homeless Job Seeker**

- Make sure the *client* does the work when looking for employment. Offer guidance and assistance with resume preparation and filling out applications, but don't take over. This will be a critical learning and personal growth opportunity for the veteran. Your objective should be to train your client how to search for and obtain steady, gainful employment.
- During the initial assessment, you will be matching the client's current skills and work experience with available jobs. However, this is also an excellent opportunity to help clients develop employment plans that reflect their aspirations, and to coach them on how to achieve their goals.
- Obtain the client's permission to talk to his or her case manager about the need for additional job preparation, counseling or training. The case manager will be one of your most important and influential allies.
- Be honest with the client to minimize frustration. In some cases, you will have to make it clear he or she is essentially "starting over." Discuss reasonable job advancement opportunities, and encourage the veteran to participate in education and training programs that will open the door to better career opportunities.
- Work with the veteran's case manager to identify local or state programs, benefits or social services that may augment the client's income.
- Help clients understand that successful long-term placement is ultimately their responsibility, that it is dependent upon their motivation, commitment and satisfactory performance.

Employment Services

Use this section to guide your employment assistance efforts. Refer to the following sources, in addition to your local job listing services, to help your clients prepare for their job search, qualify and apply for vocational training and educational programs, and find immediate employment opportunities.

- **Department of Labor – Veterans’ Employment and Training Service – Homeless Veterans Reintegration Project** (HVRP) provides grants to homeless veteran service

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providers across the nation to help veterans return to the workforce. To find programs in your area, go to <http://www.dol.gov/vets/aboutvets/contacts/main.htm>.

- **Department of Labor – Veterans’ Employment and Training Service – Local Veterans Employment Representatives (LVER)** are employment specialists funded by DOL-VETS and stationed in more than 1,600 state, municipal and county employment offices nationwide. LVERs are trained and certified to help veterans prepare for and secure employment. They work closely with government agencies, community-based service organizations and employers. To find the LVER serving your area, call your state employment office, or contact DOL-VETS at: www.dol.gov/vets/aboutvets/contacts/main.htm.
- **Department of Veterans Affairs** website can help job seekers prepare resumes, find on-the-job training and apprenticeship programs, and search for job openings by state. For more information about VA employment assistance services and programs, and for contact information in your area, go to www.va.gov, and click on “Vocational Rehabilitation and Employment Services.”
- **State Employment Offices** – Every state government has an employment services and assistance department that provides information and supportive services to job seekers. Though each state is different, most offer comprehensive job listings, veteran-specific assistance programs (usually in partnership with DOL and VA programs), and information about unemployment benefits and training programs. If you have not already done so, search your state’s employment assistance website for services that are offered, application policies, contact information and office locations. On most Internet search engines, simply type in the state name followed by “employment.”

- **State Offices of Veterans Affairs** – Every state has a Director of Veterans Affairs. These offices are not associated with the VA, and provide additional services to veterans which may include employment training and job placement services. For contact information in your state, go to www.nasdva.com, or look in the blue pages of your local phone book under “State Government, Veterans Affairs.”

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- **National Coalition for Homeless Veterans** – Many community-based organizations provide employment preparation and placement services. Employment assistance is often part of a holistic program offering housing and other supportive services. For a list of members in your area that can provide information and local employment services, go to www.nchv.org and click on “Locate a Community-based Organization,” or call 800-VET-HELP.
- **On-line Employment Resources and Listings:**
 - **America’s Job Bank** – A comprehensive listing of employment opportunities nationwide. Job seekers can search for openings within 25 miles of any U.S. zip code. There are also several other job banks listed. To access the job bank, go to: <http://www.nvti.cudenver.edu/vetsresource2/AJB.htm>.
 - **Job-Hunt.org** – A national organization that provides comprehensive employment services including job listings by state, on-line application capabilities, and information on state benefits for job seekers. Go to: www.job-hunt.org/.

Disabled Veteran Employment

The great majority of homeless veterans are impacted by mental illness, substance abuse disorders, or physical disabilities that may be service-connected or are the result of their homelessness. Employment specialists should be aware of the federal programs in place to serve disabled veterans and how to help their clients access them. Unless disability status has already been established, the process of determining disability and qualification for some of the programs will take time. In most cases, however, you should proceed with your employment assistance efforts while applications for disability benefits are pending.

- **Department of Labor – Veterans’ Employment and Training Service – Disabled Veterans Outreach Program (DVOP)** – The DVOP Program provides funding through state employment agencies and many community-based homeless service providers nationwide to support dedicated staff who develop and provide employment and job training opportunities for disabled veterans. The program promotes and develops on-the-job training, apprenticeships and other employment services

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in both the private sector and federal job programs. The program provides outreach to veterans through local agencies and community-based organizations. For information on the DVOP program, contact your nearest DOL-VETS office. Go to www.dol.gov/vets/aboutvets/contacts/main.htm.

- **Department of Veterans Affairs Vocational Rehabilitation and Employment Services** offers a nationwide employment training program for service connected disabled veterans who qualify for vocational rehabilitation. In addition to employment and educational training programs, these offices can provide eligible disabled veterans with job-specific training and, in some cases, job placement assistance. The VA also provides eligible disabled veterans with assistance to obtain assistive technology devices to enhance employment opportunities and promote self-sufficiency. For information and local contacts, go to www.va.gov and click on “Vocational Rehabilitation and Employment Services.”

- **Department of Veterans Affairs Compensated Work Therapy (CWT) Program** is available to veterans meeting certain criteria and who are enrolled in a therapeutic or supportive residential program. The primary goal of the CWT program is to provide veterans with psychosocial disorders an opportunity to develop work skills and obtain employment to maximize, as much as possible, their independence and quality of life. The program involves intense case management support, employment, transitional housing, and a wide range of supportive services. Contact the local VA Medical Center to see if there are programs in your area.

- **Social Security Administration** – The Social Security Administration provides supplemental security and disability income to disabled Americans, regardless of veteran status, and administers a national services network designed to help disabled people return to the workforce without losing the disability and health care benefits to which they are entitled.

The agency features a comprehensive website that guides employment specialists and job seekers through descriptions of supplemental security income and other benefits; employment assistance programs for disabled workers, including the national

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“Ticket to Work” program; online SSA benefits applications; and local employment contacts and services. You can also download a copy of the “Red Book,” which is a valuable resource for employment specialists working with disabled people trying to re-enter the workforce. Go to www.ssa.gov/ and click on “Disability and SSI.”

Other Employment Resources

(Department of Labor’s 21st Century Workforce Initiative)

- **America’s Career InfoNet** – www.acinet.org
America’s Career InfoNet (ACINet) helps people make better, more informed career decisions. It is ideal for job seekers, employers, human resource specialists and workforce development specialists. From learning about typical wages and employment trends to checking education, knowledge, skills and abilities against requirements for most occupations, this site is your source to the most extensive set of career resources available on the Internet.

- **America’s Service Locator** – www.servicelocator.org
America’s Service Locator (ASL) allows the customer to find the nearest location delivering valuable job, career and training assistance and information. The customer can print a map that shows the point-to-point directions for the selected service providers. Quickly and effectively connecting customers to America’s Workforce Network’s services — from a broad national level down to local One-Stop offices or other service providers — is the top priority of ASL.

- **CareerOneStop** – www.careeronestop.org

The CareerOneStop is a suite of Web-based applications formerly known as America’s Career Kit. The CareerOneStop portal provides easy access to the features and tools of America’s Job Bank, Career InfoNet and Service Locator. It organizes the information in these websites and offers additional information grouped by Centers.

- **Department of Labor Employment & Training**

Administration – www.doleta.gov

This DOL agency has responsibility for development and administration of training programs and services for the nation’s

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workforce. ETA is a member of America’s Workforce Network — the nationwide system of workforce organizations that provides information and services to employers, job seekers and employment specialists. Access to programs at state and local levels can be obtained by calling America’s Workforce Network toll-free Help Line (1-877-US2-JOBS).

- **Federal Learning Exchange** – www.flx.gov

One-stop electronic information center for federal employees, agencies and departments to gain the education, training and skills necessary to succeed in the rapidly changing workplace.

- **The Job Accommodation Network (JAN)** –

www.jan.wvu.edu/

The workplace of the 21st Century is open to everyone. JAN dispels misconceptions and provides one-on-one information about ADA job accommodations and the employability of people with disabilities through this site and its 1-800-ADA-WORK hotline.

- **Department of Labor Office of Disability Employment Policy** – www.dol.gov/odep/welcome.html

ODEP’s mission is to carry out the President’s New Freedom Initiative by getting technology and other tools to Americans with disabilities so they can enter the economic mainstream. This will be achieved through policy analysis, technical assistance and development of best practices, as well as outreach, education, constituent services and promoting ODEP’s mission among employers. This resource is designed for planners, employment centers and job seekers.

General Assistance Resources

Because the living situation of homeless veterans can change suddenly, this section is included to help you counsel your clients through unforeseen situations and enable you to be a full participant on the homeless veteran’s case management support team.

■ *Housing*

In the event a homeless veteran client is a transient and needs assistance finding emergency shelter, or must vacate a current temporary residence and needs your help:

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Emergency

- Look in the **yellow pages** of the local phone book under “Homeless” for a list of shelters, or call the office of the mayor or county executive for information about emergency shelters.
- **Local Department of Social Services** – Check in your local phone book blue pages under city or county government.
- **Department of Housing and Urban Development** offers an online list of emergency shelters funded by HUD for men, women and families in every state. Go to: www.hud.gov/homeless/hmlsagen.cfm.
- **Coalitions for the Homeless** are networks of service providers working together to help homeless people in most cities and urban counties. Look in the local phone book, or contact the mayor’s office for information. You may also find local information about assistance providers, arranged by state, at www.nationalhomeless.org/local/local.html.

Veteran-Specific Programs

- **Nearest VA Medical Center** – Every VA medical center has a homeless veteran services coordinator who is responsible for helping homeless or at-risk veterans. To find the VA Medical Center serving your area, go online to www.va.gov, click on “Veterans Health Administration,” then “Locate a VA Medical Center.” Or look in your local phone book blue

pages under “U.S. Government, Veterans Affairs” for the nearest VA medical and VA benefits offices.

- **State Offices of Veterans Affairs** – Many states have special funds and/or benefits for veterans in their state. Look in your local phone book blue pages under “State Government, Veterans Affairs,” or go to www.nasdva.com for contact information in your state.
- **National Coalition for Homeless Veterans.** Go to www.nchv.org and click on “Locate a Community-based Organization” for a list of homeless veteran service providers in your area, or call 800-VET-HELP.

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■ *Community Assistance Sources*

There are many charitable, civic, veteran, faith-based and public service agencies in most communities that are available to help you in your work. The assistance they can provide will vary greatly from community to community. These organizations can provide emergency shelter, transitional and low-cost housing, clothing, food, cash donations for transportation, employment assistance and other services that may benefit your homeless veteran clients. Check your local phone book, or use the website addresses listed below, and maintain a record of the contacts you make and the assistance that is offered.

Charitable Organizations (Examples)

- **United Way** (www.unitedway.org) provides a variety of services through local organizations. Check your phone book for the local United Way office. In some states, you can also access local emergency services by dialing 2-1-1.
- **Faith-based Organizations** and churches – Check with your county or city Department of Social Services (phone book blue pages). National faith-based organizations, such as **The Salvation Army** (www.salvationarmyusa.org), **Volunteers of America** (www.volunteersofamerica.org), **Catholic Charities USA** (www.catholiccharitiesusa.org), and **Lutheran Services in America** (www.lutheranservices.org), provide emergency shelter, housing assistance, clothing, health care referrals and other services for homeless people.

Veteran Service Organizations, Auxiliaries (Examples)

Most Veteran Service Organizations (VSO) have regional veteran service officers who help veterans obtain benefits to which they are entitled. Some help homeless and at-risk veterans find the supportive services they need. Most VSOs have active Auxiliary units that take a leadership role in providing assistance to veterans in their communities. Look in your phone book for local posts belonging to the following organizations, or visit their websites:

- **AMVETS** (www.amvets.org)
- **Blinded Veterans Association** (www.bva.org)
- **Disabled American Veterans** (www.dav.org)

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- **Jewish War Veterans** (www.jvw.org)
- **Military Order of the Purple Heart** (www.purpleheart.org)
- **Non Commissioned Officers Association** (www.ncoausa.org)
- **Paralyzed Veterans of America** (www.pva.org)
- **Veterans of Foreign Wars** (www.vfw.org)
- **Vietnam Veterans of America** (www.vva.org)
- **The American Legion** (www.legion.org)
 - ♦ **Temporary Financial Assistance (TFA)** from the national headquarters of The American Legion are grants to help maintain a stable environment for the children of veterans. Contact a local Post to obtain an application. Applications are approved by the National Headquarters, so the process may take several weeks.

Fraternal Organizations (Examples)

Fraternal Organizations support worthy causes in their communities. Cash donations to provide bus tokens and laundry services for homeless veterans seeking employment are examples of possible support. Be specific in your request about the need and amount of support you seek. As with most other national organizations, available assistance is dependent upon local policies and budgets.

Remember, these organizations represent the community at large – businessmen, contractors, labor unions, shop owners, and tradesmen. Contacts you make through these organizations may be helpful in finding employment for your clients.

