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**Nikki R. Haley**  
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**STATE INSTRUCTION NUMBER:** 11-09

**TO:** SC WORKS Centers

**SUBJECT:** Veterans and Eligible Persons Job Referral Priority

**ISSUANCE DATE:** November 16, 2011

**EFFECTIVE DATE:** Immediately

**PURPOSE:** To inform staff in all SC WORKS Centers of the requirement to provide Veterans with a 24-hour period of priority in job referrals to all staff-entered and employer-entered job orders in SC WORKS Online Services (SCWOS).

**REFERENCES:** United States Code, Title 38, Chapter 41

**BACKGROUND:** Federal law requires that veterans and eligible persons receive priority in job referrals. Alleviating unemployment and underemployment among veterans is a national responsibility. Therefore, all qualified veterans and eligible persons will have the opportunity to view and receive referrals to staff-entered and employer-entered job openings prior to non-veterans.

**DEFINITIONS:** The two groups of job seekers entitled to priority in job referrals are defined below.

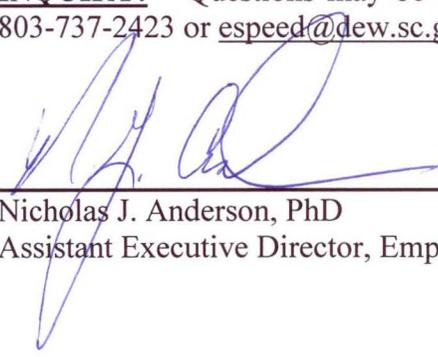
- The term "veteran" means a person who - (A) served on active duty for a period of more than 180 days and was discharged or released therefrom with other than a dishonorable discharge; (B) was discharged or released from active duty because of a service-connected disability; (C) as a member of a reserve component under an order to active duty pursuant to section 12301(a), (d), or (g), 12302, or 12304 of title 10, served on active duty during a period of war or in a campaign or expedition for which a campaign badge is authorized and was discharged or released from such duty with other than a dishonorable discharge; or (D) was discharged or released from active duty by reason of a sole survivorship discharge (as that term is defined in section 1174(i) of title 10).
- The term "eligible person" means (A) the spouse of any person who died of a service-connected disability, (B) the spouse of any member of the Armed Forces serving on active duty who, at the time of application for assistance under this chapter, is listed,

pursuant to section 556 of title 37 and regulations issued there under, by the Secretary concerned in one or more of the following categories and has been so listed for a total of more than 90 days: missing in action, captured in the line of duty by a hostile force, or forcibly detained or interned in line of duty by a foreign government or power, or (C) the spouse of any person who has a total disability permanent in nature resulting from a service-connected disability or the spouse of a veteran who died while a disability so evaluated was in existence.

**ACTION:** All SCWOS staff-entered and employer-entered job orders will remain in a hold status for the exclusive referral of qualified veterans and eligible persons for a 24-hour period following entry. SCWOS will automatically lift the “Vet Hold” status after 24 hours. In this case “24 hours” means one contiguous business day. Therefore, if a job order is entered at 1:00 pm, Monday, the “Vet Hold” will **not** be lifted at 1:00 pm, Tuesday. It will be lifted at 12:01 am Wednesday. Staff will no longer have the capability of manually lifting the “Vet Hold” status.

It is imperative that this policy, and the rationale behind it, be communicated to the business community who choose to list their positions with us. The reinforcement of this policy is an acknowledgement of the sacrifices of the men and women who served in the United States armed forces.

**INQUIRY:** Questions may be directed to Eugene Speed, Director of Veteran’s Services, at 803-737-2423 or [espeed@dew.sc.gov](mailto:espeed@dew.sc.gov).



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