



THE AMERICAN LEGION

DEPARTMENT OF NEW JERSEY

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EMPLOYMENT, HOMELESS & EDUCATION PROGRAM AWARDS

The following will outline the requirements for the Department of New Jersey's Employment, Homeless & Education Program Awards. The National Veterans Employment & Education Commission Awards document is the standard primary resource, the guiding and controlling document(s) for our program. The number of Department awards presented to all Legion Family and outside parties will be totally dependent upon the quantity, quality, required details of the entries, and the Committee's budget for the year.

ALL NOMINATION FORMS WITH APPROPRIATE DOCUMENTATION MUST BE RECEIVED BY THE TRENTON OFFICE BY DECEMBER 5, 2026, ATTENTION – Dennis Duddie- EMPLOYMENT & HOMELESS AWARDS SUBMITTAL. Christmas and Holiday information may be submitted directly to Dennis by December 28, 2026, by first notifying him, e.g., Veteran Haven – North & South.

The following only summarizes the major categories of our Program. See Resources, 13. below for additional information.

See [Employment, Homeless and Education \(njamericanlegion.org\)](https://www.njamericanlegion.org) for all Committee information, including these Awards.

THE EMPLOYER OF VETERANS AWARD

1. Purpose of Award: To confer recognition on one small, one medium and one large employer for outstanding records in the hiring and retention of veterans.
2. Employer Award Submittals: Each County, the Committee, Department of Labor, and sources outside the Legion may submit one entry for each of:
 - a. One nomination for a small company with 50 or fewer employees.
 - b. One nomination for a medium sized company with work forces of 51 to 200.
 - c. One nomination for a large company with 201 or more employees.
 - d. All submittals must use the referenced The Employer of Veterans Award, Nomination Form. The County Adjutant or County Economics Chairman must sign the Form. The DOL and others may submit their nominations directly to the Department with the appropriate signature and title.

An organization of Wartime Veterans in Service to America...

3. The requirements for #1, Employer Awards include:
 - a. At least 10 percent of the nominee's work force must be veterans.
 - b. The nominee must have been in business for at least five years.
 - c. The nominee cannot restrict employment to veterans only.
 - d. The nominee must be a private sector employer, not a city, state, or federal employer.
4. Awards:
 - a. Each Department that submits employers for each category to National will receive a plaque for presentation to those employers.

EMPLOYMENT SERVICE (ES) AWARDS

5. Purpose of Award: The purpose of the ES awards program is to confer National and Department recognition annually on one outstanding Local Veterans Employment Representative (LVER), one Disabled Veterans Outreach Program specialist (DVOP), and one local Employment Service (ES) office. LVER's, DVOP's, and ES's provide job counseling, testing, and placement assistance to unemployed and underemployed veterans.
6. ES Submittals: Each County, the Committee, DOL, and sources outside the Legion may submit one entry for each of:
 - a. LVER.
 - b. DVOP.
 - c. ES.
 - d. All submittals must use the referenced respective Employment Service Award, Nomination Form. The County Adjutant or County Economics Chairman must sign the Form. The DOL and others may submit their nominations directly to the Department, with the appropriate signature and title.
7. Awards:
 - a. Each Department that submits ES entities for each category to National will receive a plaque for presentation to those entities of individuals.

HOMELESS VETERANS OUTREACH AWARD

8. Purpose of Award: The NJ Homeless Veterans Outreach Award recognizes Posts, Units, Squadrons, Counties, and individuals for their activities toward eliminating and prevention of homelessness among veterans. The National Employment & Education award will be given to The American Legion Department that demonstrates American **LEGION FAMILY INVOLVEMENT** in homeless veteran initiatives that show outstanding support for activity in any or all these areas: volunteerism, prevention, supportive housing, advocacy, and fundraising.

9. Posts, Units, Squadrons, Counties, and individual Award Submittals:
- a. Each of these Legion Family organizations may submit entries for this award. All Counties' input will then be collated for a consolidated Department entry to National.
 - b. All submittals must use the referenced Homeless veterans Outreach Nomination Form. The County Adjutant, Secretary or County Economics Chairman must sign the Form, in the place of the Department Adjutant or Employment Chairman. Please use the provided Entry Check List for all entries.
 - c. It is imperative for all submittals at least include the following (see Check List):
 - i. Define program objectives and how this is a **LEGION FAMILY EFFORT**.
 - ii. Identify the number of homeless veterans in your community, list stand-down activities, community providers you work with, and fundraising efforts.
 - iii. Outline program success & impact.
 - iv. Include Articles/Pictures.
 - v. Include a narrative about what you are doing toward the goal of ending homelessness among veterans.
 - vi. Completed Coversheet.
 - d. The Department Employment & Education Chairman will sign the submittal to National HQ.
 - e. **Counties may also submit individuals** to Department for over-and-above Homeless Outreach efforts, not for only normal committee work. Simply provide an email describing those efforts with quantities, events, hours, pictures, and any other substantiation for the individual.

VETERAN SMALL BUSINESS AWARDS

10. Purpose of Awards:

- a. **Best Veterans Business Plan** –
 - i. Business Plan Executive Overview with emphasis on –
 1. Thoroughness.
 2. Market Analysis Completed.
 3. Economic Analysis Completed
- b. **Breakthrough Veteran's Startup** –
 - i. Under 3 Years and for profit –
 - ii. Business Plan Executive Overview, and demonstrate -
 1. High Customer Satisfaction.
 2. Social impact to the community.
 3. Representing veterans well.
- c. **Veteran Owned Business of the Year** –
 - i. Over 3 Years and for profit –
 - ii. Business Plan Executive Overview, and demonstrate -
 1. High Customer Satisfaction.

- 2. Social impact to the community.
- 3. Representing veterans well.
- d. **Veteran Business Mentor of the Year** - Eligible mentors include active Program members of the Legion, SCORE and SBDC. They cannot receive direct compensation from any Veteran owned enterprise. Mentors can be nominated by one or more Veteran entrepreneurs based on the help they received to establish, plan, or continue their business.
- e. **Other categories and awards as specified by the Chairman.**

11. All Award Categories –

- a. The Department of New Jersey may also present awards to employers, DOL entities, individuals, Posts, Counties, Units, Squadrons, and outside sources, dependent upon the number of entries submitted, their qualifications, details of their submittal, and our budget constraints.
- b. All Posts and Counties that submit employers for Department and National may present their own awards to them.

12. The deadline for all Employment & Education submittals and nomination forms is December 1, 2026. All entries will be reviewed, analyzed, and judged, timely to be submitted to National Headquarters by their deadline. If any Post has significant homeless type data to input during the Holidays, please contact the Chairman.

13. Resources:

- a. Department web site for complete Rules - <https://www.njamericanlegion.org/employment-homeless-education>.
- b. Veterans Employment & Education Economic Award Programs Brochure, for a general description – see <https://www.legion.org/publications/160948/economic-award-programs-brochure>, under Veterans Employment & Education.
- c. Your respective County Chairperson.

For God and Country,

Dennis Duddie Chairman

Employment, Homeless & Education
Committee d.duddie@njamericanlegion.org

973-842-5887

October 9, 2026