



The Washington Connection

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Helmets to Hardhats: Are You Registered?

The United Union of Roofers, Waterproofer and Allied Workers has supported Helmets to Hardhats (H2H) since it was first established in 2003, and for the majority of our local leaders, they are well versed on the history and objectives of the program. However, for the benefit of our newer leaders and membership, I felt it would be appropriate to share some brief background on the program, as well as an update on the registration and placement process.

Helmets to Hardhats is a national, non-profit program that connects National Guard, Reserve, retired, transitioning active-duty and honorably discharged military service members with skilled training and quality career opportunities in the construction industry.

For a number of years now our union has proudly supported the Helmets to Hardhats (H2H) program—and rightly so. What better way can we honor our veterans who served our country than to provide them with the opportunity to become a productive member of our organization? Since its inception H2H has placed 6,329 veterans into various skilled positions throughout the building trades. It continues to be a mutually beneficial relationship, providing our local unions and JATCs with a tremendous recruiting resource while providing great career opportunities to our veterans.

It has recently come to my attention, however, that some of our local

unions are placing veterans into their programs without completing the placement process. From 2007 to 2012, only 50 candidates were registered through the H2H program with our local unions. This number, however, does not reflect the accurate number of veterans hired by our organization. There have been many veterans placed into positions by our local JATCs who were either not registered with the program or registered and failed to give notice that they were placed. The registration process is a critical component of the H2H program. It is the true measure of its success, and continued support and funding will be determined by our ability to identify H2H candidates that have been placed.

With that in mind, the following is a summary of the program placement process, not only as a reminder for those locals already registered with H2H, but for new leadership that is not familiar with the placement program.

Who is eligible?

Qualifying military service members can enroll by logging onto www.helmetstohardhats.org and choosing the “Register” option, then “Career Seeker.” We encourage our candidates, if at all possible, to include a resume if they have relevant training and certifications they feel would make them more attractive to potential employers. The process is fairly simple, with step-by-step instructions for guidance. If you have a service member who is not enrolled that you have already placed into your apprenticeship program, it

is still not too late to register them in the H2H program.

How do employers qualify?

Employers must request access prior to being able to utilize the H2H program. Qualifying employers must meet the minimum criteria as set by the state and local Building and Construction

There is no better way to honor a veteran than by offering them the opportunity to become a productive member of our organization through the H2H program.

Trades Councils. Requests must be submitted by logging onto www.helmetstohardhats.org and choosing the “Register” option, then “Employer.” All required fields (as marked by an asterisk) must be completed in order for the request to be submitted.

Requests are received into the H2H operations where each request is reviewed and researched in order to make a determination if access has been approved. Please note that the term “employer” also denotes local JATCs and local

unions that are requesting access for recruiting purposes.

If approved, an employer will be capable of accessing our database of thousands of military service members who have registered with our program. Searches can be performed utilizing a keyword or name search. The employer will also have the capability to post their own career opportunities on the H2H site for viewing by our registered candidates. Additionally, we have the ability to feature your “Hot Jobs” by posting them on our social networks.

The Helmets to Hardhats program can be a great recruiting tool for our locals, as you can see by the statistics from 2007 to 2012 referenced above. As work opportunities continue to grow in this slowly recovering economy, and with the increase in baby boomer retirements, we will start to see a demand for roofers and waterproofers. The H2H program is an excellent recruiting tool to meet that demand.

Please make every effort to register your local and/or local JATC with H2H and actively post job openings when the need exists. There is no better way to honor a veteran than by offering them the opportunity to become a productive member of our organization!

Have a Merry Christmas and a safe and prosperous New Year. Thanks again for your support the past year. ■

If You Have a Veteran Applicant:

1. Ask if they are registered with H2H.
 - a. If not, log onto www.helmetstohardhats.org and select the “Register” option at the top of the homepage.
 - b. On the next page, select the “Career Seeker” option and have the applicant fill in the mandatory fields. (This process should take no longer than five minutes).
2. Log onto your H2H employer account to verify the veteran’s account utilizing the keyword/ name search.
3. If you are unable to locate their account, you can:
 - a. Have them create an H2H “Career Seeker” account.
 - b. Call 866-741-6210 for assistance.
4. If you are getting the veteran placed on the job, forward the veteran’s proof of registration information sheet, with the “For Employer Only” section completed, to Lisa Ford at lford@helmetstohardhats.org or fax to 202-756-4614.
 - a. The proof of registration is the resume posted on the veteran’s account; this page will include the veteran’s H2H/ Resume ID#, as well as a section for employers to fill in with when and at what level they were placed.

As stated above, this is just a summary of the process. If you need additional assistance, please contact Lisa Ford at 202-756-4625.

