

Hire Heroes USA Color Code

Purple

Active Duty / School
(>90 days from Separation)

- Still on Active Duty or In School
- Not Actively Searching
- Maximum Contact Interval = 3 Months

Red

Processing

- Registered with Hire Heroes
- Processing with VTS
- Maximum Contact Interval = 1 Week

Green

Actively Seeking

- Actively Seeking Employment
- On Hire Heroes Job Board
- Maximum Contact Interval = 3 Weeks

Blue

Hired

- Confirmed Hire Heroes Hire
- Required Follow-up = 3 Months /
6 Months / 1 Year

Grey

**No Contact
After Assessment**

- Maximum Contact Interval = None

Black

Never Assessed

- Maximum Contact Interval = None



“A Confirmed Hire is when a Veteran or Spouse received support from Hire Heroes USA that significantly advanced their job search resulting in employment in a position that matches their desires or skills”

Highly Probable Yes:

- Workshop Participant
- Used Hire Heroes USA Resume
- Hire Heroes Job Board Match

Most Likely Yes:

- Completed Resume and then Federal Job Hire

Highly Probable No:

- No resume finalized (turn to Grey)
- Part time when looking for full time (continue Green)

Most likely Wait and Resubmit:

- Training towards a job
- Offer - but not accepted yet

When in doubt : submit and let the “system” deny a Confirmed Hire