

RECOGNIZE SERVICE IN YOUR JOB POSTINGS

When a job asks for a bachelor's degree, your business can state that an honorable four-year military enlistment meets that requirement. Every other requirement stays the same. It takes one sentence and no new program.

HOW TO DO IT

1. **Pick the postings.** Start with roles that list a bachelor's degree. Leave out roles that legally require a specific degree or license.
2. **Add one sentence.** "An honorable four-year military enlistment meets the degree requirement."
3. **Check one document.** The discharge papers (DD-214) show an honorable discharge and length of service. The applicant's experience and skills are then reviewed like anyone else's.
4. **Tell us, if you like.** Email info@earnedact.org. With your written OK, we'll list your business at earnedact.org as an employer that recognizes service.

SAMPLE LANGUAGE

Before: "Bachelor's degree and related experience required."

After, one sentence added: "Bachelor's degree and related experience required. **An honorable four-year military enlistment (DD-214) meets the degree requirement.**"

WHY IT HELPS YOUR BUSINESS

- **A wider pool of qualified people.** Veterans bring leadership, accountability and responsibility for people and equipment under pressure.
- **No guessing.** A veteran reading "or equivalent experience" can't tell whether service counts. One sentence tells them they can apply.
- **In step with public employers.** Federal hiring has moved toward skills since the Chance to Compete Act of 2024. Michigan recognizes service for 13 state job classifications, and Miami-Dade County for 485 county job classifications.

WHAT STAYS THE SAME

- Experience, skills, certifications and background checks the job already requires.
- Roles that legally require a specific degree or license, such as engineers, nurses or accountants.
- Veterans still compete for the job like any other applicant. This only removes the automatic screen-out.

Review any posting change with your own HR policies. This guide is general information, not legal advice. Sources: Chance to Compete Act of 2024 (Public Law 118-188); Michigan Veterans Affairs Agency news release, Oct. 4, 2023 (michigan.gov/mvaa); Miami-Dade County report, June 2026 (Legistar matter 261045).