

Another Year, Another Reduced Veteran Hiring Benchmark

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Under [41 CFR 60-300.45](#), OFCCP must publish the “national percentage of veterans in the civilian labor force” for contractors to use as a “[hiring benchmark](#).” OFCCP’s initial veteran hiring benchmark (in 2014) was 7.2% . Every year since, this percentage of available veterans has [decreased](#). This year, the [veteran hiring benchmark decreased again](#) – from 5.9% to 5.7%.

So, for contractors [who elect not to calculate their own hiring benchmark](#), be sure to use the national percentage on your AAP plan year date:

- Affirmative action plans dated **before March 31, 2020** should continue to **use the prior 5.9%** veteran hiring benchmark.
- Affirmative action plans dated **March 31, 2020 or later** should **use the new 5.7%** veteran hiring benchmark.

As OFCCP rolls out audits [focused on VEVRAA compliance](#), contractors should expect the Agency to look closely at the organization’s benchmark and its hiring rates.

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