



STATE OF NEVADA
DEPARTMENT OF ADMINISTRATION
Division of Human Resource Management
515 E. Musser Street, Suite 101 | Carson City, Nevada 89701
Phone: (775) 684-0150 | <http://hr.nv.gov> | Fax: (775) 687-9085

MEMORANDUM

HR #02-26

February 23rd, 2026

TO: Directors
Deputy Directors
Administrators

FROM: Bachera Washington, Administrator *Bachera Washington*
Division of Human Resource Management

SUBJECT: Veteran Peer Mentor Program and Employee Veteran of the Month Initiative

In accordance with Executive Order 2019-05, the Division of Human Resource Management (DHRM) maintains a statewide Veteran Peer Mentor Program to foster support, networking, and professional development for employees who are veterans, reservists, or members of the Nevada National Guard.

With support from each agency, the program cultivates a network of trained Peer Mentors to serve as visible, informed liaisons for veteran employees within their departments.

AGENCY RESPONSIBILITIES

- All state agencies employing veterans are required to designate at least one Peer Mentor.
- Larger agencies are strongly encouraged to designate multiple mentors based on structure, size, or shift schedules.
- Peer Mentors should be selected in coordination with DHRM's Veterans Representative to ensure balanced program coverage.

PEER MENTOR EXPECTATIONS

- To remain active in the program, Peer Mentors are expected to:
- Attend at least 3 out of 4 statewide meetings annually
- Complete required training (including the Nevada Veteran Advocate course) within 6 months
- Engage visibly and regularly with veteran employees
- Maintain open communication with their agency director or designee
- Submit a signed Confirmation Letter (by the Peer Mentor, supervisor, and director)

A full overview of expectations is outlined in the Veteran Peer Mentor Guidebook (2026 edition), which

will be provided upon confirmation.

EMPLOYEE VETERAN OF THE MONTH (EVOM)

The EVOM initiative serves as a public-facing extension of the Peer Mentor Program and recognizes outstanding service by veteran employees.

Eligibility & Nominations

- Must be a current State of Nevada employee in good standing
- Must have served in the U.S. Armed Forces
- Nominations can be submitted by Directors, Administrators, Supervisors, or Peer Mentors
- Limit one nomination per person per month
- Nominees are eligible for 6 months after submission
- Previous winners are not eligible for re-nomination

Submission Deadline: Third Monday of each month.

Nomination Form: Available on the internal Peer Mentor Program webpage

Voting Process

- Voting opens on the fourth Monday of each month
- One vote per agency, cast by the Director or designated Peer Mentor
- Voting closes within 72 hours
- Tie-breakers are decided by DHRM's Veterans Representative

Once a winner is selected, their agency's Director, PIO, and Peer Mentor will be contacted to assist with acknowledgment and public presentation. Winners will receive a framed certificate, public recognition on the website, and may be featured in DHRM's communications.

PROGRAM LINKS:

- [State of Nevada Veteran Resources Program Webpage](#)
- [Employee Veteran Peer Mentor Program SharePoint](#)
- [Employee Veteran of The Month Nomination Webpage](#)

CONTACT

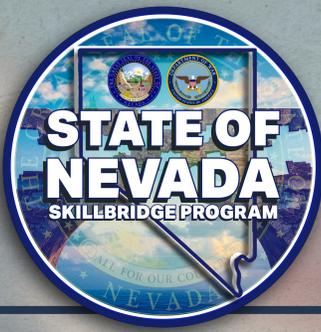
For further guidance or support, please contact:

Dan LaBarbera

Veterans Representative, DHRM

d.labarbera@admin.nv.gov | (775) 684-0147

BW:bo/eh



BUILD YOUR FUTURE WORKFORCE BEFORE THE VACANCY EXISTS

The Department of Defense SkillBridge Program is a strategic workforce initiative that connects highly trained, transitioning U.S. service members with civilian organizations during their final months of active duty.

Participants remain on full military pay and benefits while completing structured internships that translate their military experience into practical civilian skills. For employers, SkillBridge provides direct access to disciplined, mission-driven professionals with leadership, technical, and operational expertise developed in high-performance environments—allowing organizations to evaluate talent, strengthen workforce pipelines, and build future hiring potential without salary cost during the internship period.

Through the State of Nevada's SkillBridge Program, agencies gain capable, service-oriented professionals while helping those who served our nation transition successfully into meaningful public service and community leadership.

**A No-Cost Talent
Pipeline for State
Agencies**

**Disciplined,
experienced
professionals**

**Educational and
training-focused**

SKILLBRIDGE PATHWAYS OF INTEREST

- Administrative & Program Support
- Information Technology & Systems
- Fiscal, Accounting & Audit Functions
- Regulatory, Safety & Compliance Functions
- Facilities, Operations & Logistics Support
- Public Safety & Justice Support (Non-Sworn)

Hosted by The Department of Defense (DOD/DOW)

