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OFCCP Releases 2025 VEVRAA Hiring Benchmark

Government Contractor Compliance & Regulatory Update on **August 4, 2025**

The Office of Federal Contract Compliance Programs ("OFCCP") has released its 2025 Vietnam Era Veterans' Readjustment Assistance Act ("VEVRAA") national benchmark. Effective July 30, 2025, the new benchmark is 5.1%, a slight decrease from 2024's 5.2% benchmark. This is OFCCP's tenth reduction of the national benchmark, which has steadily declined since its inception in 2014.

The VEVRAA benchmark is the figure which federal contractors must use to assess the effectiveness of their outreach programs for the hiring of veterans, unless they opt to develop their own individualized hiring benchmark using applicable statistics and other metrics set forth in OFCCP's regulations (41 CFR § 60-300.45(b)(2)).

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