



Empowering Our
Greatest Asset

**Department of the Navy (DON)
Wounded Warrior Hiring and Support**

Presenter:

July 18-21, 2011



**2011 Worldwide Human
Resources Conference**

Department of Defense

DON Wounded Warrior (WW) Hiring and Support Initiative Mission

- To further enable the smooth reintegration of our Wounded Warriors and their families into civilian life through better coordination of the Wounded Warrior employment effort
- To increase the number of Wounded Warriors hired into the DON, the Federal Civil Service, and the private sector

DON Wounded Warrior (WW) Hiring and Support Initiative Objectives

- Develop a more coordinated and streamlined effort for DON WW hiring and support
- Integrate WW education, training and employment efforts
- Coordinate with the nationwide network of private sector efforts

DON Success to Date - Placement

Organizations	Wounded Warriors Hired
HRSCs	130
United States Marine Corps	240
Naval Sea Systems Command	525
Career Learning & Employment Centers	73
Naval Air Systems Command	104
Space and Naval Warfare Command	7
Naval Acquisition Development Program	5
TOTALS	1,084

*As of June 2011
 DATA SOURCE : ORGANIZATIONS AND
 VEPO QUARTERLY REPORT

Milestones Achieved

- DON leverages best practices with successful WW Training and Education Programs
 - Veterans Individual Training Assistant Link (VITAL) and Career, Learning & Employment Centers (CLEC)
- DON leads model programs for the OSD(P&R) via Education and Employment Initiative (E2I)
- SYSCOMs (NAVSEA, NAVAIR, SPAWAR) establish WW programs
 - Partnership established between NAVSEA and Army Material Command
 - Established hiring goals and communicated expectations to senior leadership
- DON streamlines Wounded Warrior Hiring Process
 - WW Employment Coordinators in every HR Service Center to assist with resume writing, assessment and placement

2010 - ASN(M&RA) signs charter launching DON WW Hiring & Support Initiative

Milestones Achieved

- DON creates unique process to address security clearances for WW
 - DON Central Adjudication Facility established Special Programs Division to address WW issues that may impact security clearance eligibility—unemployment and financial burdens
- Naval Acquisition Development Program Wounded Warrior (NADP–WW)
 - Provide an increased opportunity of full time employment and acquisition career potential for Wounded Warriors
- DON elevates WW awareness, information
 - Annual WW Hiring & Support Conference
 - Provides platform for WW employment efforts across federal and private sectors
 - More than 600 attendees representing OSD enterprise, Services, other federal agencies, private sector

Initiatives Under Development

- Education and Employment Initiative (E2I) Pilot Program
- Veterans Employment National Portal and Program
 - Interagency collaboration with DOD, VA, DOL, OPM
 - Single resume repository and job bank for Veterans to include WWs
- DON “Warriors in the Workplace” manual for hiring managers and supervisors
- Standard procedures for Employment Coordinators at the USMC WW Regiments and Navy Safe Harbor
- Defense Outplacement Referral System