



Empowering Our
Greatest Asset

Veterans Employment Initiative (Reporting & Collaboration)

Presenters:

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and

Component Panel Members

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**2011 Worldwide Human
Resources Conference**

Department of Defense

DoD's Veterans Employment Program Office (VEPO)

- DoD VEPO Office – January 2010 established in CPMS, Recruitment Assistance Division
- Responsible for:
 - Veterans Employment Initiative and Op Plan
 - Requirements for VEPO Quarterly Reports
 - Hiring Heroes Career Fairs
 - Assisting Veterans in Their Search for Employment
 - Veterans Preference and Hiring Authorities Training
 - Vets2Feds Student Trainee in Contracting Pilot Program
 - Collaborating with Components

Veterans Employment Initiative - Mission

To increase the employment of Veterans
and
reach out to their spouses



DoD's Success in Hiring Veterans

DoD continues to be the largest Federal employer of Veterans!

- **Over 43% of DoD employees are veterans!**
- **FY10 (DoD hired 1,419 more Veterans in FY10 than FY09):**
 - 110,562 Veteran new hires
 - Equates to 42% of hires versus goal of 39%
 - 14,816 Disabled Veteran new hires
 - Equates to 13% of hires versus goal of 11%
- **FY11 – Last Report Showed:**
 - 18,918 new hires of which.....
 - 9,951 were Veterans
 - Equates to 53% of all hires versus our goal of 39%
 - 3,232 were Veterans with disabilities
 - Equates to 17% of hires versus goal of 11%

VEPO Quarterly Reports

Reports are needed from each Component

What type of information is needed?

- Who do we contact/speak with?
 - Veteran Category (1 through 9) (See handout)
- How do we contact Veterans?
 - **2,929 contacted**
- What type of outreach was provided?
 - **163 types of outreach provided**
- What type of service was provided?
 - **1,096 services provided**

Hiring Heroes Career Fairs

Great opportunity for hiring managers/recruiters to meet Veterans and spouses face-to-face

- **First *Hiring Heroes Career Fair* held at Walter Reed in 2005**
 - 39 career fairs conducted - reaching over 14,000 job seekers
 - 2,380 employers participated
 - 3,472 interviews conducted on the spot
 - 1,384 job offers made on the spot
- Designed to assist wounded warriors, their families and other Veterans in their search for employment opportunities
- Career fairs bring DoD agencies, other Federal agencies and private sector employers together to market and offer career opportunities
- Resume Writing Workshops and Agency Information Sessions are conducted the day before career fair at some installations

Assisting Veterans in Their Search for Employment

Personal One-on-One Contact with CPMS/RAD Staff Members

Veterans can contact VEPO career advisors for guidance on job search processes, information about DoD vacancies and assistance with completing applications.

- Career Advisors available: Monday-Friday, 7 a.m. to 5 p.m.
- Call Center: 1-888-DoD-4USA (888-363-4872)
- Live Chat: Tuesday & Thursday 12:30 p.m. to 2:30 p.m.
- Email: hiringheroes@cpms.osd.mil
- Website: www.DoDVets.com

Veterans Preference and Hiring Authorities Training

Types of Training Available and Provided During FY11

- CPMS New Supervisors/Managers Training - Southbridge, MA
- OPM's New Online Training – Will be available to agencies soon
- Transition Assistance Program (TAP) Virtual Learning Seminars – administered by the Office of Wounded Warrior Care and Transition Polity (WWCTP) – free online classes



Vets2Feds Student Trainee in Contracting Pilot Program

To attract, develop, train and retain our Veterans for a federal civilian career

- Interagency Program for Student Veterans -
 - Hired as a SCEP at GS-3 or GS-4 level
 - Receive formal and informational training
 - Orientation program in DC (agency funded)
 - Converted to 1102 Contract Specialist after graduation
- Timeline for Kick Off of Pilot Program:
 - July 13 – Announcement Closed
 - July 13-20 – OPM conducts assessment of applicants
 - July 20 – OPM provides agencies access to applications for review
 - July 20-August 3 – Agencies conduct interviews and select interns
 - Early September – agencies bring interns onboard
 - Mid to late October – Orientation
- Success of program – may expand to other career fields

DoD SUCCESS!

**Component Collaboration
and
Partnerships
Make it All Happen!**