

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



**Addendum to the
Governmentwide Veterans
Recruitment and Employment
Strategic Plan
FY 2014 – FY 2017**

FEDSHIREVETS®

America's Veteran - Valued ★ Experienced ★ Trained

September 2015

a New Day for Federal Service

Introduction

Women have a long and distinguished record of service in the United States Armed Forces and an increasing number of women are choosing to serve our country in uniform. Women represent the fastest growing demographic within the overall Veteran population.

As leaders of the President's Council on Veterans Employment, we share the President's commitment to making sure that women leaving the military can easily transition to the Federal civil service. This Council recognizes the extensive training, experience, and transferrable skills gained through military service.

The Veterans Employment Initiative is a great opportunity for Federal agencies to enhance their recruitment, outreach and diversity efforts given the tremendous skills, competencies and diversity among women veterans. Moving forward, to sustain and enhance these efforts the Council is adding this addendum to the Government-wide Veterans Recruitment and Employment Strategic Plan to provide measures related to women Veterans and diversity among other groups of Veterans in the Plan's existing goal areas of Leadership Commitment, Employment, Marketing, and Information Gateway.

While we may never be able to fully repay our nation's veterans for the sacrifices they have made, particularly women Veterans, we can ensure that we do all that we can to make their transition to Federal civilian service as seamless and fulfilling as possible.

This addendum continues to build upon the foundation established by the FY 2014 – FY 2017 Government-wide Veterans Recruitment and Employment Strategic Plan. Besides advancing actions to improve employment opportunities for Veterans, this addendum introduces an emphasis on women veterans.

Interagency Council on Veterans Employment
September 2015

Leadership Commitment

Strategic Goal: Ensure Federal leaders advocate the value and importance of hiring Veterans in the Federal Government

Federal leaders continue to boldly advocate for Veteran employment while acknowledging the sacrifices our Veterans have made to protect our country and freedoms. The leadership, skills, and work ethic America's Veterans bring to the Federal workforce are essential to helping agencies successfully achieve their mission.

I. Actions:

- d. Include data related to women Veterans and diversity in reporting to and from OPM as well as part of internal agency reporting by:
 1. Including data related to women Veterans and diversity in the annual Employment of Veterans in the Executive Branch report issued by OPM
 2. Encouraging annual, if not quarterly, reports to agency senior leadership regarding hiring and employment results for women Veterans and diversity among Veterans, in addition to other Veterans hiring and employment results
 3. Encouraging agencies to conduct analysis of the Federal Employee Viewpoint Survey results to identify disparities related to Veterans, as well as specifically for women Veterans and diverse groups of Veterans, and report results to senior leadership
 4. Assessing successes and challenges to recruiting and retaining women Veterans and other groups of diverse Veterans through various methods including focus groups and surveys

II. Desired Outcomes:

- e. Federal agencies' reports will demonstrate the Council's efforts to monitor and assess recruitment efforts for women Veterans and other groups of diverse Veterans across the Federal Executive Branch

Employment

Strategic Goal: Improve the opportunity for Veterans to successfully find Federal employment

Since the creation of the VEI, the Federal Government has witnessed a significant increase in the percentage of Veterans hired. Effective recruitment, Veterans' Preference, and the use of special Veteran appointing authorities are instrumental in assisting Veterans and transitioning service members find Federal employment and build post military service careers while providing agencies the skills needed to close skill gaps and fill mission critical occupations.

I. Actions:

d. Ensure recruiting strategies are designed to attract women Veterans by:

1. Launching targeted outreach focused on women Veterans based on agency specific mission critical occupations, mission critical competencies, and workforce needs
2. Encourage agencies to use non-competitive Special Hiring Authorities for Veterans to recruit qualified veterans who are most at risk due to long-term unemployment/employment gaps

III. Desired Outcomes:

- e. Agency Veteran recruitment efforts are aligned with other government-wide recruitment initiatives

Marketing

Strategic Goal: Ensure Federal hiring officials view Veteran skills and dedication as essential to meet mission objectives and Veterans view the Federal Government as an employer of choice

Each year the Federal Government spends millions of dollars training our military service members in the defense of this nation. These servicemen and women have become effective leaders while developing highly valued competencies and skills in both peacetime and war. In order to recruit this critical talent pool, we will aggressively market the Federal civil service as a place Veterans and transitioning service members can continue serving America while realizing their career aspirations. Conversely, we must ensure hiring officials are keenly aware of the value Veterans bring in meeting mission objectives.

I. Actions:

c. Ensure outreach to women Veterans and diverse groups of Veterans by:

1. Enhancing marketing efforts such as brochures focusing on women Veterans and diverse groups of Veterans which can be shared in various venues for Veterans and transitioning service members
2. Leveraging strategic relationships with Veteran service organizations, colleges and universities, trade schools, apprentice programs, and affinity organizations representing diverse groups to enhance outreach to women Veterans and diverse groups of Veterans
3. Using Veterans Employment Program Manager meetings to align marketing efforts and share best practices

II. Desired Outcomes:

- e. Hiring officials have a broader pool of diverse Veteran candidates to fill mission critical occupations and meet workforce needs

Information Gateway

Strategic Goal: Ensure Veterans, transitioning service members and their families, current veteran employees, HR professionals, and hiring managers receive accurate and consistent information regarding the Federal employment of Veterans

In partnership with the Departments of Defense, Labor, Veterans Affairs, Homeland Security, and other Federal agencies, OPM created the Feds Hire Vets website to serve as the principal source for Federal employment information to assist our Veterans, transitioning service members, their families, Federal HR professionals, and hiring managers. The purpose of this website is to provide consistent and accurate Federal employment information, useful training, and other resources to better inform the applicant, the employee, and the hiring agency. This website is a critical component of the Federal Government's strategy for the recruitment, employment, and retention of Veterans.

I. Actions:

c. Modify the Feds Hire Vets website to improve its effectiveness and audience reach by:

1. Including a link for "Women Who Have Served" on the "Job Seekers, Veterans" tab with resources and information for women Veterans

II. Desired Outcomes:

e. Resources are readily available to women Veterans to enhance opportunities for Federal employment



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