



a New Day for Federal Service

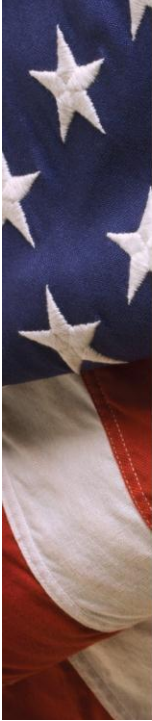


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Veterans Employment Initiative Briefing

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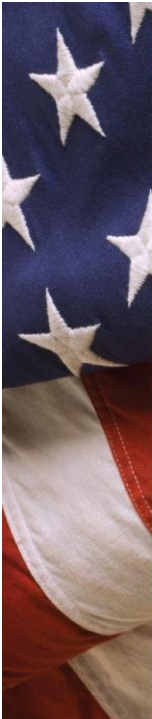
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Overview

- Key Drivers and Background
- Executive Order 13518, the Veterans Employment Initiative
- Government-wide Veterans' Recruitment and Employment Strategic Plan for FY 2010-2012
- The Role of the Hiring Manager and HR
- Veterans' Preference
- Special Hiring Authorities for Veterans
- Other Special Hiring Authorities
- Hiring Reform 2010

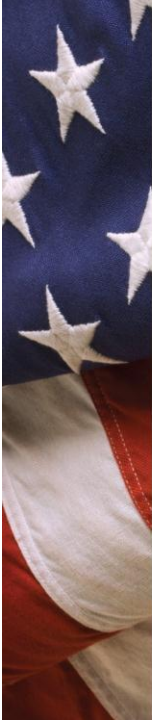
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Key Drivers

- The President and senior Federal Government leaders are committed to the employment and care of our veterans, transitioning service members, and their families
- Recent Department of Labor figures show an unemployment rate of over 20 percent for 18-24 year old Iraq and Afghanistan veterans
- The Government invests several billion dollars in the training and development of military service personnel
- Although over 25 percent of all Federal employees are veterans, most Federal agencies are below this percentage, with several agencies under 10 percent

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Background

- OPM Director announced Veterans employment as one of his top priorities during Senate Confirmation
- OPM established an internal Veterans Employment “Wolf Pack” to lead the charge across Government
- Secretaries of Defense, Labor, and Veterans Affairs fully committed to collaborating with OPM on a Government-wide Veterans Employment Initiative
- White House hosted initial interagency meetings to discuss and show its support for the Initiative
- Numerous Federal agencies provided input into the Initiative through interviews, briefings, and participation at Strategic Planning Session
- Five barriers to veterans employment emerged

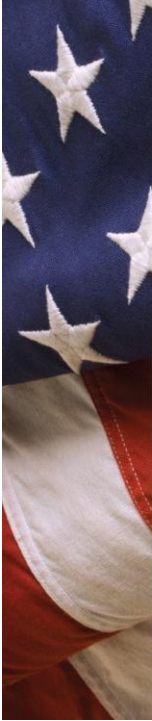
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Barriers to Veterans Employment

- Lack of clear leadership regarding the value and importance of hiring veterans
- Infrastructure that does not support advocacy of veterans employment within Federal agencies
- Insufficient understanding of veterans’ preference and utilization of special hiring authorities by our HR professionals and hiring officials
- Inadequate understanding of veterans’ preference and the Federal hiring process by our veterans and transitioning service members
- Absence of systems to match veterans skills and education to positions within the Federal Government

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President Obama Launches the Veterans Employment Initiative

November 9, 2009

"Honoring our sacred trust with America's veterans means doing all we can to help them find work when they come home so they never feel as if the American Dream they fought to defend is out of reach for them and their families."



President Obama signing
Executive Order 13518

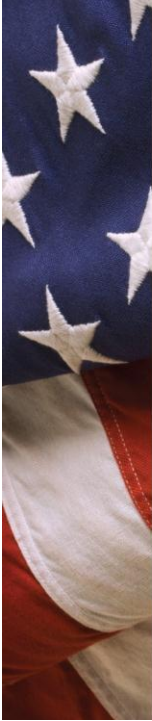
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Veterans Employment Initiative

- Aligns the skills and career aspirations of veterans and transitioning service members with the staffing needs of federal agencies within the Executive Branch
- Covers the 24 CHCO/CFO Act agencies and other agencies as designated by the President
- Establishes an Interagency Council on Veterans Employment to advise the President and the OPM Director on issues impacting Veterans employment
- The Council also:
 - Serves as a national forum for promoting veterans employment opportunities in the Executive Branch
 - Develops performance measures to assess the effectiveness of the Veterans Employment Initiative

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Veterans Employment Initiative (Con't)

- Directs OPM to develop and issue a Government-wide Strategic Plan for veterans recruitment and employment
- Establishes Veterans Employment Program Offices in the 24 agencies covered by the EO and any other agency designated by President
- Directs agencies to develop operational plans for veterans employment tied to the Government-wide Strategic Plan and agency strategic human capital management plans
- Directs agencies to build training and development programs to assist veterans to meet agency staffing needs for high demand occupations

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Government-wide Veterans Recruitment and Employment Strategic Plan for FY 2010 – FY 2012

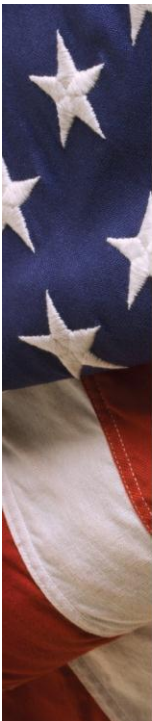
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Mission

Increase the Employment of Veterans in
the Federal Government

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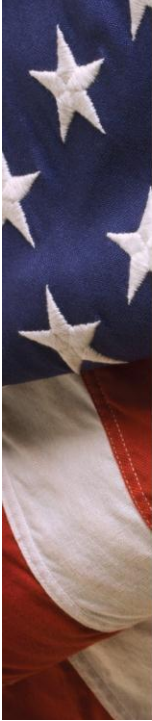


Strategic Plan Elements

This is America's first strategic plan to increase the hiring of veterans throughout the Federal civil service. It aggressively attacks the five barriers to entry and success for Veterans and transitioning service members pursuing careers in the Federal civil service. Four key elements of success are:

- Leadership Commitment – establishes a governance structure and infrastructure dedicated solely to the employment of Veterans in the Federal Government
- Skills Development and Employment – focuses on providing employment counseling and aligning the talents and aspirations of veterans and transitioning service members with the civil service career opportunities

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Strategic Plan Elements

- **Marketing Veterans Employment** – creates a marketing campaign targeted to veterans and transitioning service members on the benefits of continuing their careers with the Federal civil service as well as targeted to hiring official on how veterans can meet skills demands in their organizations
- **Information Gateway** – creates a single-source website for disseminating accurate and consistent veteran employment information and resources for veterans, HR professionals, and hiring officials

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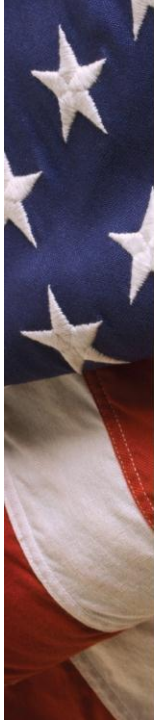
Hiring Percentage Model

Current Percentage of Veterans New Hires (Total Hires and Disabled Hires)	FY 2011 Recommended Percentage Point Increase for Veteran New Hires and Other Actions	
	Total Veteran New Hires	Total Disabled Veteran New Hires
Above 25% (total veteran new hires only)	Maintain or improve current percentage; analyze veterans demographics and establish targeted recruitment efforts for women, homeless, and/or combat enlisted veterans, individual eligible for derived veterans' preference, and military spouses; and increase the use of special hiring authorities for veterans	
20-24.99%	1 - 2 percentage points	Maintain levels
10-19.99%	3 - 4 percentage points	1 - 2 percentage points
Below 10%	5 - 6 percentage points	2 - 3 percentage points

NOTE: All agencies will analyze their attrition rates and take the necessary actions to ensure veterans are being retained in their workforce.

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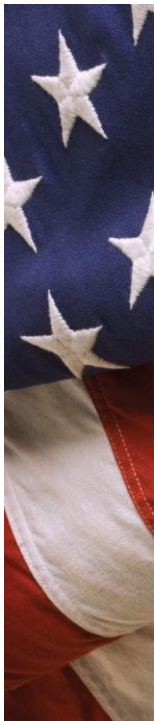
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Hiring Managers And The Veterans Employment Initiative

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The Role of Hiring Managers

- Understand your agency's responsibilities and commitments under the Veterans Employment Initiative
- Engage your Veterans Employment Program Office and current on-board Veteran employees to find the skills you want and the dedication you need in America's Veteran
- Understand Veterans' Preference and your responsibilities under the law
- Strategically employ special veteran-specific and other hiring authorities to meet your staffing needs

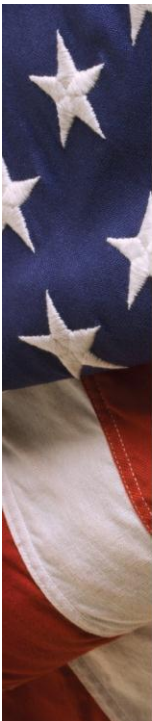
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Why Veterans' Preference?

- Veterans' Preference dates back to the Civil War
- Recognizes economic loss often suffered by citizens who have served
- Prevents veterans seeking Federal employment from being penalized for their time in the military
- Restores favorable competitive position for Government employment
- Acknowledges the larger obligation owed to disabled veterans
- Authorized by Veterans' Preference Act of 1944, 5 U.S.C. chapter 33

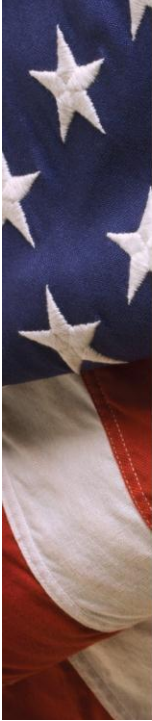
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Why Hire Veterans?

- A ready supply of skills the Government needs
- A wealth of knowledge, skills, and competencies acquired through practical work experience
- Cutting edge training and education is transferable to those skills oftentimes being sought by agencies in filling open positions
- Veterans bring a unique sense of leadership and teamwork to your team
- Veterans understand the commitment to achieving organizational goals and objectives and have demonstrated the ability to work efficiently and effectively within multi-cultural environments

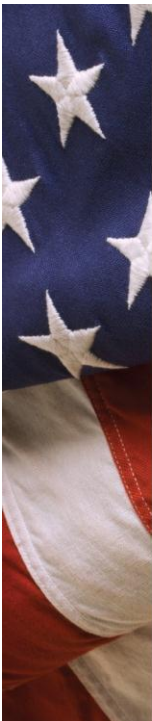
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Why Hire Veterans? Still Not Convinced?

- In hiring a Veteran, you are helping to bring into your agency an individual who is committed to serving both your agency and this Nation through their continued service
- Qualities of honesty, respect for others, pride, and a powerful sense of belonging enables Veterans to acclimate into the agency culture
- Veterans have technical skills in areas of critical importance such as: acquisition, information technology, communications, security, information gathering, and medical technology
- Many already hold required security clearances for some Federal positions

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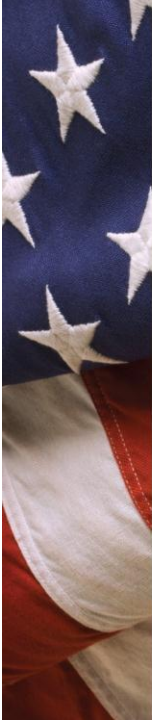


Why Hire Veterans? Need More?

- It's the Right Thing to Do!
- We Owe America's Veterans!
- The President has told us to do it!

Take a moment when you leave here today and contact your agency Veterans Employment Program Office to find out how you can get one of America's Veterans on your team!

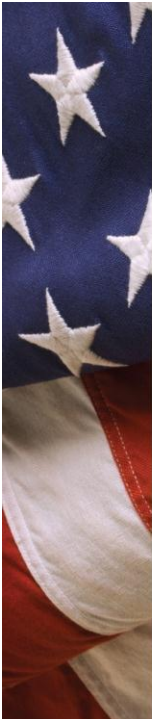
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Resources for the Hiring Manager

- Your Veterans Employment Program Office
- Your Human Resources Office
- Veterans Employment Initiative:
<http://www.fedshirevets.gov/hire/hm/index.aspx>
- Hiring Reform:
<http://www.opm.gov/HiringReform/Index.aspx>

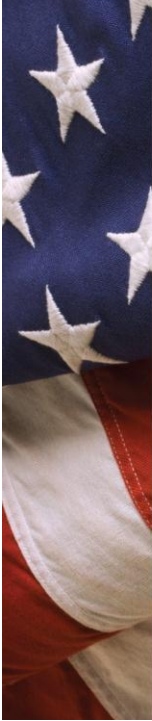
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Human Resources and the Veterans Employment Initiative

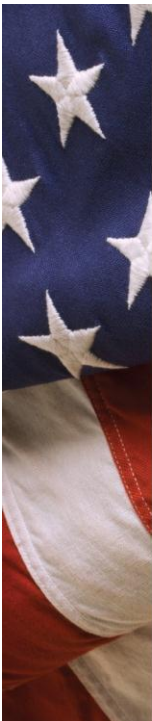
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HR - Foundation of the Initiative

- As Federal HR professionals, you are critical to the success of the President's initiative to increase the number of veterans in the Federal civil service
- You implement the rules and regulations regarding Federal hiring and veterans' preference in that process

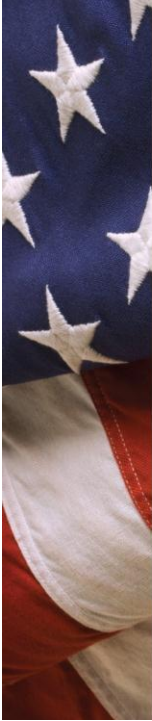
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HR – Today's Role

- Serve as subject matter expert on veteran employment and ensure hiring policy is executed
- Provide veteran employment information, policy guidance, and advice to hiring officials
- Partner with Veteran Employment Program Office to provide assistance to veteran candidates applying for positions within your agency
- Assist management in identifying qualified veterans
- Understand your agency's responsibilities under the Veterans Employment Initiative

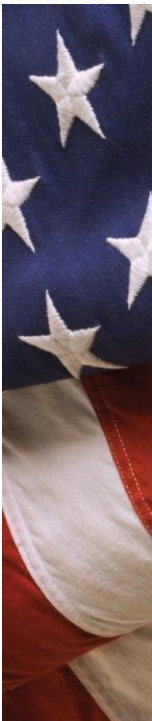
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HR – Honoring Veterans' Preference

- Authorized by Veterans' Preference Act of 1944
- Recognizes economic loss by those who serve
- Acknowledges obligation owed to disabled veterans
- Restores favorable competitive position for Federal Government employment

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HR – Special Hiring Authorities Expert

Veteran Specific:

- Veterans Recruitment Appointment (VRA)
- 30% or More Disabled Veterans Appointment
- Veterans Employment Opportunities Act (VEOA)

Other Authorities:

- "Schedule A" for People with Disabilities
- Student Educational Employment Program
- Presidential Management Fellows Program
- Noncompetitive Appointment of Certain Military Spouses

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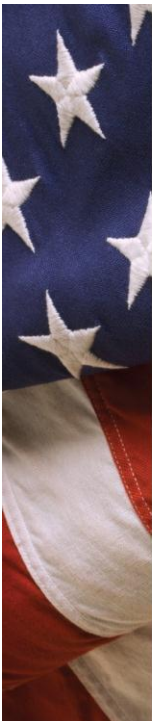


HR - Assisting Hiring Managers Find Qualified Veterans

Resources at your fingertips:

- Your agency Veterans Employment Program Office
- Department of Labor - One Stop Career Centers
- Department of Veteran Affairs (VetSuccess.gov) Vocational, Rehabilitation and Employment
- Vocational Rehabilitation (State and Local)
- Transition Assistance Programs (TAP)
- Veterans Service Organizations (VSO)

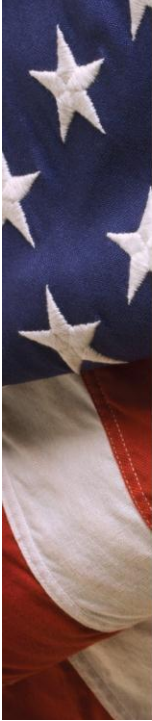
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HR - Leveraging Resources

- **Department of Defense**
 - Operation War Fighter
 - Army Wounded Warrior Program
- **Department of Labor**
 - Office of Disability Employment Policy
- **Department of Veterans Affairs**
 - Non-Paid Work Experience
 - On-the-Job Training Program

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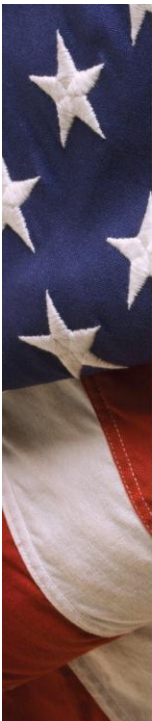


HR - Breaking Down Barriers

HR reminds their agencies:

- Veterans are committed to serving both your agency and this nation through continued service
- Veterans have acquired a wealth of knowledge, skills, and competencies through practical workforce experience
- Veterans bring effective leadership and teamwork abilities to the team
- Besides the discipline and work ethic that military service instills, veterans and transitioning service members have technical skills to meet high-demand staffing needs

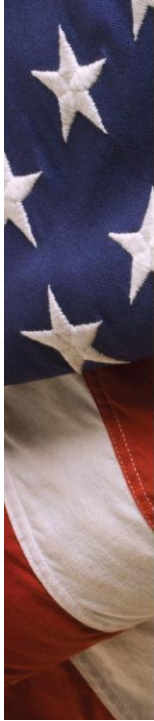
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HR - Remembering Military Families

- HR recognizes and values the service family members have given to this country through dedication and support of our active duty military and our Veterans
- Noncompetitive Appointment of Military Spouses
- Derived Preference for spouses, widows, widowers, and mothers of veterans

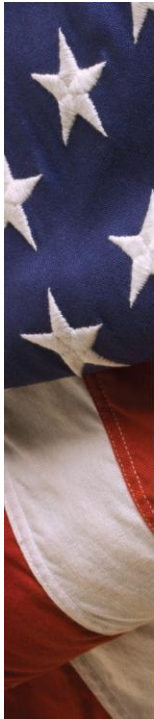
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The HR Tool Kit

- Veterans Employment Initiative:
www.fedshirevets.gov
- Veterans Guide:
<http://www.opm.gov/staffingPortal/Vetguide.asp>
- Hiring Reform:
<http://www.opm.gov/HiringReform/Index.aspx>
- Delegated Examining Operations Unit Handbook:
<http://www.opm.gov/deu/>
- Guide to Processing Personnel Actions:
<http://www.opm.gov/feddata/gppa/gppa.asp>

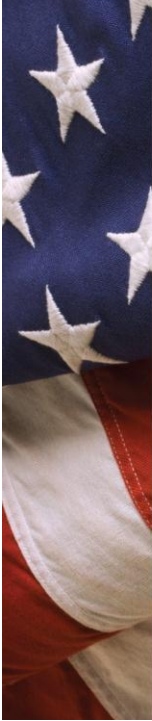
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Veteran-Specific Special Hiring Authorities

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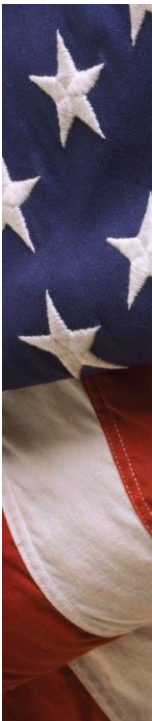


Special Hiring Authorities for Veterans

Veteran-specific special appointing authorities can bring qualified veterans to the fore and speed the selection process. This section presents guidelines for:

- Veterans Recruitment Act (VRA) Appointment
- 30% or More Disabled Veterans Appointment
- Veterans Employment Opportunities Act (VEOA)
- Disabled Veterans Enrolled in a VA Training Program

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Veterans Recruitment Act

What it provides:

- VRA allows appointment of eligible veterans up to the GS-11 or equivalent grade level
- Veterans are hired under excepted appointments to positions in the competitive service
- After satisfactory completion of 2 years of service, the veteran must be converted noncompetitively to a career or career-conditional appointment

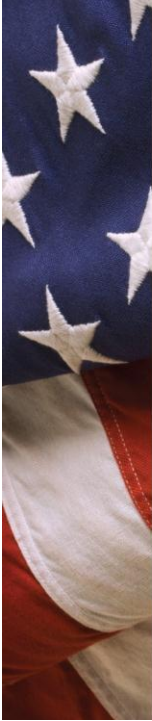
When to use it:

- VRA is an excellent tool for filling entry-level to mid-level positions

Benefit to hiring managers:

- VRA allows a manager to fill positions with highly qualified veterans quickly without issuing a vacancy announcement

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30 Percent or More Disabled Veteran Appointment

What it provides:

- Eligible veterans may be appointed to any position for which he or she is qualified, without competition
- No grade-level limitation
- Initial appointments are time-limited; more than 60 days
- May be noncompetitively converted to permanent appointment at any time

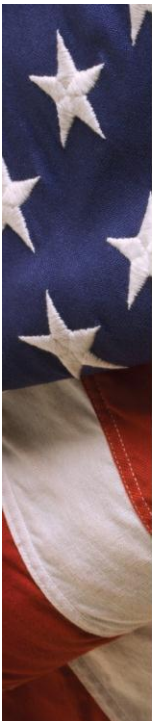
When to use it:

- This is the ultimate “direct-hire” tool for filling positions at any grade level quickly with highly qualified veterans

Benefit to hiring managers:

- An effective and simplistic way to quickly appoint qualified disabled veterans to any position without issuing a vacancy announcement

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Veterans Employment Opportunities Act (VEOA) Appointment

What it provides:

- This flexibility gives certain eligible veterans access to jobs that otherwise only would have been available to current or former competitive service employees
- Veterans are not accorded preference as a factor, but they are allowed to compete for job opportunities that are not offered to other external candidates

When to use it:

- Merit promotion announcements when recruiting from outside your agency’s workforce

Benefits to the hiring manager:

- Allows managers to consider certain highly qualified veterans without using competitive examination procedures

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Disabled Veterans Enrolled in a VA Training Program

- Under the VA Vocational Rehabilitation Program certain veterans may enroll for training or work experience at a Federal agency under an agreement with the VA
- The veteran is **not a Federal employee** for most purposes but is a beneficiary of the VA
- Training is tailored to the individual's needs and goals, so there is no set length
- Upon successful completion, the host agency and VA give the veteran a Certificate of Training showing the series and grade level of the position for which trained
- Certificate allows any agency to appoint the veteran noncompetitively under a status quo appointment which may be converted to career or career-conditional at any time

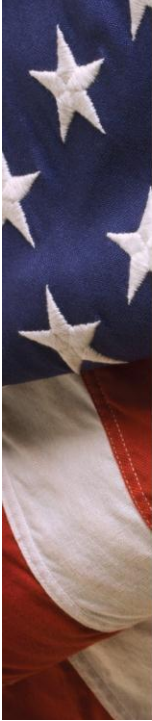
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Other Special Hiring Authorities

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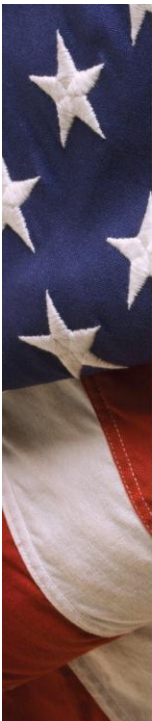


Other Special Hiring Authorities

While not specifically for veterans, several other special hiring authorities should be considered in the hiring of veterans. These include:

- Schedule A Appointment for People with Disabilities
- Student Educational Employment Program Appointment
 - Student Temporary Employment Program (STEP)
 - Student Career Experience Program (SCEP)
- Presidential Management Fellows (PMF) Program

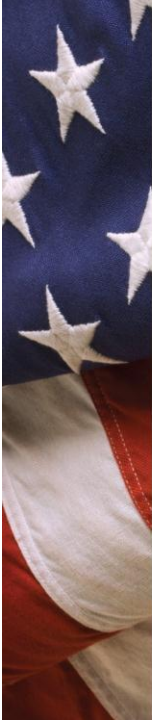
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Other Special Hiring Authorities

- **Schedule A Appointment for People with Disabilities**
 - Does not require a vacancy announcement
 - Agencies can use this authority, at their discretion, to appoint eligible candidates at any grade level and for any job (time-limited or permanent) for which qualified
 - Veterans' preference applies when agencies hire individuals under this authority
 - After 2 years of satisfactory service, the agency may convert the individual without competition to the competitive service
- Many veterans are eligible for this appointment

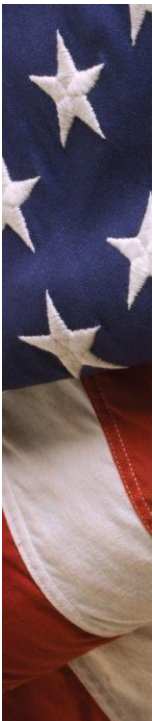
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Other Special Hiring Authorities (Cont'd)

- **Student Educational Employment Program Appointment**
 - Excellent program to develop a pipeline of future employees while developing and training them in your agency
 - Two Programs to choose
 - STEP: Temporary appointment that does not lead to permanent appointment
 - SCEP: Cooperative appointment that may lead to permanent appointment
 - Flexibility: students can work year round or at specified periods of time as determined by the agency
- Over half a million veterans are enrolled in colleges and universities across the nation using their GI Bill Benefits

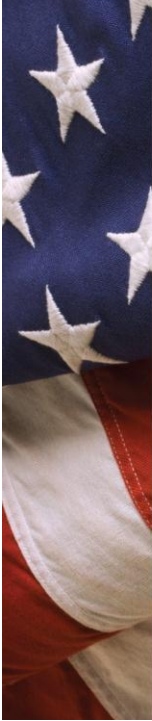
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Other Special Hiring Authorities (Cont'd)

- **Presidential Management Fellows (PMF) Program**
 - OPM provides a list of finalists each year
 - Agencies interview and select the best qualified
 - Veterans' preference applies when agencies hire individuals under this authority
 - Finalists may be appointed at either GS-9, 11, or 12
 - After successful completion of all PMF requirements, the agency must convert the individual without competition to the competitive service
- Excellent source of highly motivated, highly educated, and highly qualified veterans

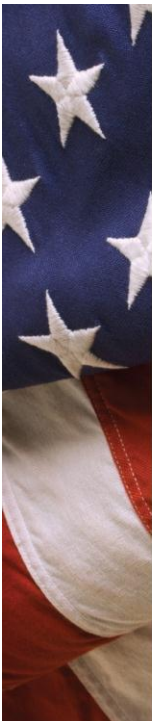
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Using Special Hiring Authorities

Managers should work closely with their HR office to use these authorities as there are general as well as specific rules which may apply

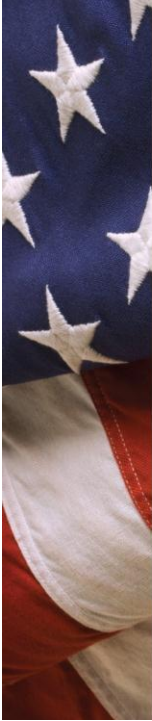
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Hiring Reform 2010

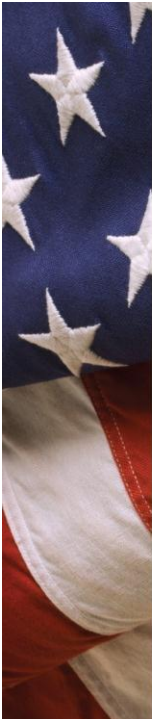
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Hiring Reform, Veterans' Preference and Category Rating

- *The Presidential Memorandum – Improving the Federal Recruitment and Hiring Process* issued on May 11, 2010, requires category rating to assess and select applicants for positions filled through competitive examining
 - Preference eligibles receive absolute preference within each category
 - Preference eligibles are listed ahead of non-preference eligibles within the same category
 - For most positions, 10% or more disabled veterans are placed in the highest category, ahead of non-veterans
 - An agency may not select a non-preference eligible if there is a preference eligible in the same category
- **Category Rating expands list of qualified candidates**
- These reforms honor core merit system principles and the sacrifice of the men and women serving our country by preserving their veterans' preference

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A New Day for the Civil Service

Questions?

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