

## Department of Economic Opportunity Veteran's Recruitment Plan

The Department of Economic Opportunity (DEO) is committed to successfully recruiting and onboarding talented and skilled veterans and their qualifying family members into the Department's workforce. DEO recognizes the extensive training, experience and transferrable skills gained through military service as well as the challenges associated with successful recruitment and onboarding for individuals with those skill sets.

In accordance with section 295.07, F.S., DEO's Veterans' Recruitment Plan encourages those eligible for veterans' preference to seek employment with the Department by increasing veterans' awareness of employment opportunities within the Department. The following recruitment goals have been established to increase veterans' awareness of those employment opportunities Department.

**DEO will promote employment opportunities on the internet, utilizing websites such as PeopleFirst.MyFlorida.com, Jobs.MyFlorida.com and Indeed.com.**

**DEO will participate in hiring events through its 24 CareerSource Local Workforce Board partnerships throughout the State. Each Workforce Board has dedicated DEO staff assigned to veterans' services.**

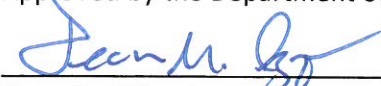
**DEO will make it clear in its recruitment requisitions and position descriptions that it values the service of this country's veterans and supports the hiring of returning service members and their eligible family members.**

**PROCEDURE FOR COLLECTING DATA:** During the onboarding process, all interviewed applicants will be asked to complete a survey that will provide data reflecting veteran status and how they became aware of the employment opportunity. The information will be entered into a database that will be monitored and tracked for annual reporting purposes.

DEO will document the completion of established recruitment goals annually. Each year, DEO will respond to the Department of Management Services (DMS) request for statistical data related to this Plan which will, at a minimum, include requests for the number of eligible persons who are hired as a result of this Veteran's Recruitment Plan.

DMS will annually update the statistical data on its public website and include such data in its annual workforce report. Data will be collected on a fiscal year basis.

Approved by the Department of Economic Opportunity



Executive Director or Designee