



# Disabled Veterans' Hiring Initiative

Presentation to Charleston Federal Executive Association, May 3, 2007

- U.S. Dept. of Labor Disabled

# A Message from Our Commander in Chief

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**"Our veterans from every era are the finest of citizens. We owe them the life we know today.**

**They command the respect of the American people, and they have our lasting gratitude."**

*President George W. Bush*

## A Message From the Director of the U.S. Office of Personnel Management

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“As the President’s chief advisor on Federal human capital, I am committed to ensuring that all Federal agencies uphold the core values of the merit system principles and support the hiring of veterans---especially those men and women who return with disabilities caused by such dedicated service to our Nation. This commitment is not now nor ever will be a burden for us. Rather, this is an opportunity for Federal departments and agencies to support the hiring of qualified veterans to help us as an institution become more efficient and effective in serving our customers – the American People.”

Linda M. Springer  
Director

U.S. Dept. of Labor Disabled Veterans’ Hiring Initiative

# Agenda

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- About the Disabled Veterans' Hiring Initiative (DVHI)
  - What is the DVHI?
  - Program Objectives
  - The Federal Workforce Story
  - DVHI Challenges
- Hiring Qualified Disabled Veterans
  - Special Hiring Authorities
  - Streamlining Hiring Process
  - Resources Available
- Success Stories
  - Federal Agencies with Special Programs
  - National Capital Region Success Story
  - Partnership Programs
- Summary



# About the Disabled Veterans' Hiring Initiative

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# What is the DVHI?

- The Disabled Veterans Hiring Initiative is sponsored by the Department of Labor, Veterans Employment and Training Service (VETS) to...
  - ...provide technical assistance to Federal agencies
  - ...enable and encourage Federal agencies to recruit and hire veterans with disabilities in support of Executive Orders 13078 and 13163
  - ...facilitate a closer working relationship between Federal agencies and their State agency employment services partners

# Program Objectives

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- Advise federal agencies of the advantages of hiring veterans with disabilities
- Identify resources for recruitment of qualified candidates
- Market the advantages of partnering with State Workforce Employment Agencies
- Emphasize the special authorities available to streamline the hiring of disabled veterans

# Our Challenges

## ■ **Alter the Paradigm**

- Change current focus from meeting regulatory requirements to one of hiring qualified disabled veterans because they are a valuable resource

## ■ **Encourage HR to Recognize Vet Skills**

- Disabled veterans have special qualifications that are being ignored, including significant capabilities, knowledge, skills and the experience to get the job done

## ■ **Streamline the Hiring Process**

- By promoting the use and awareness of existing authorities that allow special hiring

# The Federal Workforce Story

- Over next 5 years, the Federal workforce could loose up to 900K professionals\*
  - 60% of workforce is over 45
  - Average age is 45 years.
  - 50% of SES's are projected to retire by 2010.

*\*Source: Office of Personnel Management, 2005*



# Hiring Qualified Disabled Veterans

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# Hiring Qualified Disabled Veterans

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- Disabled Veterans are:
  - Well trained by the Armed Services with valuable skills and abilities
  - Vastly experienced, self-disciplined and adaptable to changing work environments
  - Tested leaders that are Accountable for their actions
  - Loyal employees who understand the significance of “Placing Nation Above Self”

# Special Hiring Authorities

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- You can use these Special Authorities to hire Disabled Veterans
  - Veterans' Recruitment Appointment
    - 38USC, §4214; 5CFR, Part 307
  - Veterans with a 30% or greater disability
    - 5USC, §3112; 5CFR 316.302; 5CFR 316.402; & 5CFR 315.707
- Disabled Veterans Enrolled in a VA Training Program
  - Vocational Rehabilitation
    - 38USC, Chapter 31; 5CFR, §315.604

# Streamlining the Hiring Process

- Saves Federal HR professionals time and enables agencies to fill vacancies faster
  - Announcement creation = # Hours
  - Announcement advertisement = # Days
  - Application review & rating = # Days
  - Applicant interviewing = # Days

# Resources Available



[www.hirevetsfirst.gov](http://www.hirevetsfirst.gov)



Computer/Electronic  
Accommodations  
Program

Computer/Electronic  
Accommodation Program  
[www.tricare.osd.mil/cap](http://www.tricare.osd.mil/cap)



The Employer Assistance &  
Recruiting Network  
[www.earnworks.com](http://www.earnworks.com)



Job Accommodation  
Network  
[www.jan.wvu.edu](http://www.jan.wvu.edu)



Military Severely Injured Joint Support Operations Center  
[www.military.com/support](http://www.military.com/support)

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# Resources Available Con't



[www.disabilityinfo.gov](http://www.disabilityinfo.gov)



[www.VetSuccess.gov](http://www.VetSuccess.gov)



[www.VetJobs.com](http://www.VetJobs.com)



[www.recruitmilitary.com](http://www.recruitmilitary.com)

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# Success Stories

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# Federal Agencies with Special Programs

- Office of Personnel Management
- Department of Defense
  - Defense Contract Management Agency
  - US Army Material Command
  - Operation Warfighter
  - US Army Missile Command
  - US Army Training and Doctrine Command
- Department of Labor
- Department of Veterans Affairs
- Department of Commerce

# Partnership Programs

- Departments of Defense, Labor and Veterans Affairs and Home Depot
- Department of Defense & American Legion
- Department of Veterans Affairs and Goodwill Industries
- Department of Veterans Affairs and Walter Reed Army Medical Center
- Other Private Sectors Employers
  - (Examples: Boeing, Lockheed Martin)

# Summary and Next Steps

- There are qualified Disabled Veterans available to enter the Federal workforce
- There are multiple sources available to find qualified Disabled Veterans
- Special hiring authorities make it extremely easy to bring qualified Disabled Veterans into the Federal workforce
- Consider establishing a special Disabled Veterans Coordinator position for the Charleston Federal Executive Association.
- For additional information regarding the DVHI Program, please contact:

Bernie Marable, DOL DVHI Contractor, (202) 319-1211  
rmarable@premiercon.com

# Thank You

**America's Disabled Veterans  
are counting on us!**



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