

Florida Department of Business and Professional Regulation



Veterans' Recruitment Plan

July 1st. 2021 – June 30th. 2022

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Effective Date of Plan: July 1, 2021 – June 30, 2022

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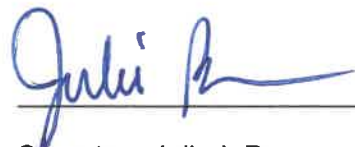
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Department of Business & Professional Regulation's **Veteran Recruitment Plan**

INTRODUCTION

The Department of Business and Professional Regulation is committed to successfully recruiting and onboarding talented and skilled veterans into the agency workforce. The agency recognizes the extensive training, experience, and transferrable skills gained through military service and also recognize the challenges associated with implementing a successful recruitment and onboarding process for individuals possessing these skill sets.

PURPOSE

The Department of Business and Professional Regulation Veterans Recruitment Plan (the plan) is to encourage individuals eligible for veterans' preference in accordance with Section 295.07, Florida Statutes, (F.S.), to seek employment opportunities with this agency. This plan is designed to meet agency-established recruitment goals as required by Section 295.07(5)(a), F.S., and increase the awareness among veterans of employment opportunities within this agency.

AGENCY-ESTABLISHED GOALS

The following recruitment goals have been established by Department of Business and Professional Regulation with the intent to increase veterans' awareness of employment opportunities within Department of Business and Professional Regulation, as well as assisting veterans with the successful navigation of the general recruiting and onboarding process within Department of Business and Professional Regulation. These Goals will be met on an annual basis unless revised.

1. The agency will participate in at least two (2) job fair (in-person or virtual) exclusively for hiring veterans hosted by organizations that provide or support employment services to veterans for veterans' preference as described in Section 295.07, F.S.
2. The agency will list job openings with at least three (3) veteran advocacy groups and/or Florida colleges and universities to promote current and potential agency employment opportunities.
3. The agency will continue to advertise open positions on its public website, in addition to People First, to expand veterans' awareness of employment opportunities. For this plan year, we will begin measuring of the department's numbers based on available People First reports in order to assist with the planning and improvement of the agency's goals going forward.

4. The agency will continue to state in its recruitment materials that the agency values the service veterans and their family members have given to our country and that the agency supports the hiring of returning service members and military spouses. The Recruitment and Selection Coordinator will also provide training to the department's Human Resource Liaisons regarding veteran's preference.

The Department of Business and Professional Regulation will document the completion of established recruitment goals by the Department of Business and Professional Regulation.

REPORTING REQUIREMENTS

Each year, Department of Business and Professional Regulation will respond to the Department of Management Services' (DMS) request for statistical data related to the recruitment plan which will, at a minimum, include requests for the number of eligible persons who are hired as a result of the veterans' 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 by the Division of Human Resource Management.