



## THE CITY OF OVIEDO'S VETERANS' RECRUITMENT PLAN

### INTRODUCTION

The City of Oviedo (from this point on referred to as 'the City') 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 recognizes the challenges associated with implementing a successful recruitment and onboarding process for individuals possessing these skill sets.

### PURPOSE

The purpose of the City's Veterans' Recruitment Plan (the plan) is to encourage individuals eligible for veterans' preference in accordance with section 295.07, Florida Statues, (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. This plan includes annual goals for this fiscal year, as well as future fiscal years.

### GOALS

The following recruitment goals have been established by the City with the intent to increase veterans' awareness of employment opportunities within this agency, as well as assisting veterans with the successful navigation of the general recruiting and onboarding process within the City.

1. The City will advertise employment opportunities on our public website (in our applicant tracking system) to expand veterans' access to vacancies.
2. The City will list job openings with an advocacy group (CareerSource of Central Florida) in addition to the City's applicant tracking system.
3. The City will state in its recruitment materials that it values the service veterans and their family members have given to this nation, and that the City supports the hiring of returning service members and military spouses.

4. Annually the City's staff will attend a job fair exclusively for hiring veterans.

#### MONITORING

The progress of these goals will be reported via the department's performance measures which are submitted to the City's Finance Department on a quarterly basis.