

Florida Department of Business and Professional Regulation



**Department of Business & Professional
Regulation's
Veterans' Recruitment Plan
October 1, 2016 – June 30, 2019**

Florida Department of Business and Professional Regulation
Veterans' Recruitment Plan

Effective Date of Plan: October 1, 2016 – June 30, 2019

Agency Head: **Secretary Ken Lawson**
Florida Department of Business and Professional Regulation

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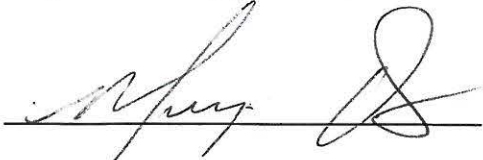
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Veterans' Recruitment Plan

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 recognizes the challenges associated with implementing a successful recruitment and onboarding process for individuals possessing these skill sets.

PURPOSE

The purpose of the Department of Business and Professional Regulation's 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. This plan includes annual goals for the following fiscal year(s): 2016-2017; 2017-2018; and 2018-2019.

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.

1. The agency will participate in a specified number of job fairs exclusively for hiring veterans. The job fairs must be hosted by public or private organizations which provide or support employment services to veterans or those eligible for veterans' preference as described in Section 295.07, F.S.
2. The agency will advertise employment opportunities on its public website, in addition to People First, to expand veterans' access to vacancies.
3. The agency will state in 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 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.

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ADDENDUM – Fiscal Year 2016-2017

Goals have been established by the Department of Business and Professional Regulation (DBPR) in the Veterans' Recruitment Plan with the intent to increase veterans' awareness of employment opportunities within DBPR.

One of the established agency goals set is to participate in a specified number of job fairs exclusively for hiring veterans. The job fairs must be hosted by public or private organizations which provide or support employment services to veterans or those eligible for veterans' preference as described in Section 295.07 F.S.

For Fiscal Year 2016-17, we are proposing to participate in one job fair focused on outreach effort to veterans and their families. The goals met during Fiscal Year 2016-2017 will be reported to the Department of Management Services (DMS). Please see DBPR's Veterans' Recruitment Plan for other goals established.



Margo Rogers
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Approved:



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