

**Department of Labor
Salute to Veterans
"The Value of the Veteran in the Workplace"**

Remarks by THE HON. LINDA M. SPRINGER, Director
U.S. Office of Personnel Management
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Honored. Subject very important to me.

Bush Administration promise:

Veterans and especially disabled veterans and returning wounded will always have an opportunity to continue working for America.

450,000 veterans employed in the Federal government.

Almost 26 percent of the Federal workforce.

During the Bush Administration, the Government has hired over 133,000 veterans.

Of the total number of new Federal employees hired in FY 2004, 19 percent of them are veterans.

That's over 32,000 **new** veterans in the Federal workforce.

Of those 32,000 new vets joining the civil service, nearly 7,000 are disabled veterans.

Veterans' preference is the law of the land and it is the right thing to do.

We will continue to honor that sacred trust.

Numerous ways we are meeting our commitments to our veterans.

OPM is a member of the President's **National Hire Veterans Committee.**

Goal: Bringing awareness to the public **and** private sector of the skills veterans bring to the workforce.

Committee develops strategies to market veterans as unique national resource.

We educate employers on the advantages of hiring veterans with specialized training and skills.

OPM has an aggressive **nationwide outreach** and educational program to promote the various hiring authorities available to veterans under Federal law.

We provide very clear **direction to every agency** head in the Federal Government services.

Strongly urge them to hire more veterans and make wider use of special, non-competitive hiring authorities set up by Congress for certain categories of veterans.

Strongly urge them to have their HR departments establish relationships with the transition offices located at military installations for separating service members.

Strongly urge them to match skilled veterans with their agency's needs, and recruit veterans as soon as they become civilians.

Veteran Invitational Program

Providing transitioning military personnel, veterans, stakeholders and Federal agencies with timely, accurate and useful information.

VIP designed to inform them of their rights and how to seek employment opportunities with the Federal Government.

We are making it *easier* for veterans to be hired.

Taking the message of Veterans' Preference to the veterans.

Since inception of the VIP, OPM teams have visited more than 30 military installations and VA Medical Facilities across the country.

OPM experts provided employment information to veterans and military personnel seeking careers in the Federal civil service, including:

Training on veterans' preference and

Veterans' hiring authorities.

Veterans are shown how to:

Maximize OPM's USAJOBS Website for Federal job searches

Write résumés, and

Interview effectively.

Over 3,500 military personnel and veterans have been trained through the program.

We are also partnering with DOD to conduct overseas visits.

We worked with VA to revise, simplify, and in many cases eliminate the dozens of different form-letters used to document service-connected disabilities.

Reduced the total to a half-dozen

VSOs – We meet quarterly with the Veterans Service Organizations to address important issues involving veterans' employment.

Actively incorporate the feedback from VSOs into our veterans hiring process.

USAJOBS.GOV We added several veteran links and additional veteran employment information.

Over five-and-a-half-million unique visitors have been guided to the web-site through the VIP program.

OPM hosted a **Veterans' Preference Employment Symposium** at the Ronald Reagan Building for agency human capital leaders, human resources specialists, and program managers on veterans' preference and recruitment.

The all-day event focused on advancing existing policies and strategies to recruit veterans into the Federal work force. Reminded attendees that veterans' preference is the law and not a courtesy.
Over 250 attendees.

TAP Offices – OPM works closely with Transition Assistance Program offices on military bases to recruit and assist veterans in securing appropriate and proper access to Federal jobs.

No better source of talent for the civilian service than those who have completed their military service.

We owe an even larger debt to disabled veterans.

We will be there to make sure they receive due preference in competitive hiring in the Federal Government.

Veterans' recruitment and employment in the American Civil Service is a very high priority for OPM—a commitment demonstrated by results.