



## **City of Ocala Veterans' Recruitment Plan Start: Fiscal Year 2021**

### **INTRODUCTION**

The **City of Ocala** 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 **City of Ocala** 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):

**Fiscal Year 2021 and updated as needed thereafter**

### **AGENCY-ESTABLISHED GOALS**

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

1. The City of Ocala will participate in at least one (1) job fair 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 City of Ocala will advertise employment opportunities on our public website, in addition to CareerSource, to expand veterans' access to vacancies.
3. The City of Ocala will state in recruitment materials that the City of Ocala values the service veterans and their family members have given to our country and that the City of Ocala supports the hiring of returning service members and military spouses.

The **City of Ocala** will document the completion of established recruitment goals by monitoring the effectiveness of our goals.

### **REPORTING REQUIREMENTS**

Each year, the **City of Ocala** 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.

## **Appendix B**

### **Resources**

#### **Hiring and Recruitment Resources**

American Job Center: <https://www.careeronestop.org/Veterans/default.aspx>

Career Source Florida Centers - Veterans Employment Program Services: <http://careersourceflorida.com/>

Post jobs on Vets.gov: <https://www.vets.gov/employment/employers/post-a-job/>

U.S. Department of Veterans Affairs - Recruitment and Selection Best Practices Guide:  
<http://www.diversity.va.gov/products/files/RSG.pdf>

#### **Online Military Resources**

American Veterans Posts: <http://www.amvets.org/>

Enlisted Rank Insignias: <https://www.defense.gov/Resources/Insignias/#enlisted-insignia>

Florida Military Bases: <http://militarybases.com/florida/>

Military Terminology: <http://www.militaryterms.net/>

Officer Rank Insignias: <https://www.defense.gov/Resources/Insignias/#officer-insignia>

Translating Military Experience: <http://www.job-hunt.org/veterans-job-search/translating-military-experience.shtml> or <http://www.onetonline.org/crosswalk/MOC/>

#### **Relevant Statutes and Rules**

Section 295.07, F.S., Preference in appointment and retention:  
[http://www.leg.state.fl.us/STATUTES/index.cfm?App\\_mode=Display\\_Statute&Search\\_String=&URL=020-0299/0295/Sections/0295.07.html](http://www.leg.state.fl.us/STATUTES/index.cfm?App_mode=Display_Statute&Search_String=&URL=020-0299/0295/Sections/0295.07.html)

Rule 55A, F.A.C. (FDVA): <http://floridavets.org/resources/veterans-preference/>