



WEST PALM BEACH

Human Resources

**City of West Palm Beach
Veterans Recruitment Plan
October 1, 2023 – September 30, 2024**

City of West Palm Beach

Veterans Recruitment Plan

Effective Date of Plan: October 1, 2023 – September 30, 2024

City Administrator

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City Administrator, ICMA-CM

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City of West Palm Beach Veterans' Recruitment Plan

INTRODUCTION

The City of West Palm Beach (City) is committed to successfully recruiting and onboarding talented and skilled veterans into the City's workforce. The City 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 of West Palm Beach'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 the City. This plan is designed to meet the City's recruitment goals as required by Section 295.07(6)(a), F.S., and increase the awareness among veterans of the employment opportunities within the City's workforce. This plan includes goals for October 1, 2023 - September 30, 2024.

PLAN GOALS

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

1. The City's goal is to participate in at least one job fair per fiscal year exclusively for hiring veterans 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. In order to expand veteran access to City job vacancies, the City will advertise employment opportunities on its website, www.wpb.org and will also provide employment opportunities information to the *Palm Beach Vet Center* and the *Jupiter Vet Center* (divisions of the U.S. Department of Veterans Affairs Readjustment Counseling Service).
3. The City's recruitment postings will provide notice of its support for veteran applicants by stating that *"The City values the service of veterans to our country, supports recruitment of veterans, and veterans' preference will be given in accordance with Chapter 295 of the Florida Statutes for those who meet the minimum requirements of the position,"* or similar language to that effect.

The City will document the completion of established recruitment goals.

REPORTING REQUIREMENTS

Each year, the City will compile statistical data related to the recruitment plan which will, at a minimum, include the number of eligible persons who are hired as a result of the veterans' recruitment plan.

The City will post this statistical data on its website and such data will be collected on a recurring fiscal year basis by the Department of Human Resources.



Renee Govig, Chief Human Resources Officer