
DEPARTMENT OF COMMERCE



VETERANS' RECRUITMENT AND EMPLOYMENT OPERATIONAL PLAN FISCAL YEAR 2020

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8/29/19
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SECTION I – DEPARTMENT OF COMMERCE OVERVIEW

The Department of Commerce, originally established by Congress as the United States Department of Commerce and Labor (February 14, 1903), is one of the oldest executive-level departments in the Federal Government. Officials in Washington soon realized there was a need for a Federal agency exclusively devoted to promoting American business; therefore, on March 4, 1913, Commerce was renamed the Department of Commerce as the bureaus and agencies specializing in labor were transferred to the new Department of Labor (DOL). As the Federal government grew and evolved, other bureaus were transferred to and from Commerce, giving it a rich history and unique role in the Cabinet. Commerce is a dynamic organization with a diverse mission that impacts national and international business, the economy, telecommunications, research, trade, and weather forecasting. Commerce's workforce currently has approximately 46,000 dedicated employees serving in the following 11 bureau-level offices, which report directly to the Office of the Secretary:

- Bureau of Economic Analysis – Provides timely, relevant, and accurate economic data to promote a better understanding of the U.S. economy.
- Bureau of the Census – Serves as the leading source of quality population data.
- Bureau of Industry and Security – Protects the national, economic, cyber, and homeland security of the United States.
- Economic Development Administration – Works in partnership with state and local governments, regional economic development districts, public and private nonprofit organizations, and Native American tribes to help afflicted communities in addressing problems associated with economic distress, such as recovering from the economic impact of natural disasters, and the closure of military installations and other Federal facilities.
- International Trade Administration – To create prosperity by strengthening the international competitiveness of U.S. industry, promoting trade and investment, and ensuring fair trade and compliance with trade laws and agreements.
- Minority Business Development Agency – Fosters the growth and competitiveness of minority-owned firms in the United States. The efforts of the agency cross public, private, state and local governmental, business, and institutional interests. The programs significantly contribute to job creation, economic revitalization, community sustainability as well as regional, national, and global competitiveness.
- National Institute of Standards and Technology – Promotes U.S. innovation and industrial competitiveness by advancing measurement science, standards, and technology to enhance economic security and improve Americans' quality of life.

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- National Oceanic and Atmospheric Administration – Focuses on the condition of the oceans and atmosphere, providing environmental information products and stewardship services, as well as performing scientific research on ecosystems, climate, weather, water, commerce, and transportation.
- National Technical Information Service – Serves as the largest central resource for government-funded scientific, technical, engineering, and business-related information.
- National Telecommunications and Information Administration – Serves as the President's principal advisor on telecommunications and information policy issues; in this role, the NTIA frequently works with other executive branch agencies to develop and present the Administration's position on these issues.
- Patent and Trademark Office – Fostering innovation, competitiveness, and economic growth, domestically and abroad, by delivering high quality and timely examination of patent and trademark applications, guiding domestic and international intellectual property policy, and delivering intellectual property information and education worldwide, with a highly-skilled, diverse workforce.

SECTION II – MISSION, VISION, AND STRATEGIC AND MANAGEMENT INTEGRATION GOALS

Mission:

Create conditions for economic growth and opportunity.

Vision:

For almost a century, Commerce has partnered with American businesses to maintain a healthy and prosperous United States. In so doing, it has established an exemplary record of innovation in manufacturing, transportation, communications, measurement, and materials. Consequently, Commerce's vision is to ensure that the U.S. remains a leader in the global economic arena while simultaneously being a model employer of veterans, which includes disabled veterans.

Strategic Goals:

- Accelerate American Leadership – Promote the growth of commercial space activities, investing in foundational research, and protecting intellectual property (IP) to ensure creators can be rewarded for their inventions.
- Enhance Job Creation – Increase aquaculture production, reduce and streamline regulations, strengthen domestic commerce and the U.S. industrial base, increase U.S. exports, and increase inward investment in the United States to enhance and maximize job creation.

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- Strengthen U.S. Economic and National Security – Enforce compliance with trade laws, provide cybersecurity tools to thwart cybercrime, share accurate weather information, and deploy a first-responder broadband network that will protect lives and property.
- Fulfill Constitutional Requirements and Support Economic Activity – Provide demographic and housing data from the Census to assist Federal, State, local, and tribal governments make better decisions about how they spend their money.
- Deliver Customer-centric Excellence – Provide timely human resources (HR), information technology (IT), and acquisition services. Increase the cost-effectiveness of services and improve human capital management. Focus on strategies to improve service, efficiency, and engage employees by better aligning their time and efforts to the Department's priorities.

SECTION III – VETERANS’ WORKFORCE GOALS AND DEMOGRAPHICS

Commerce’s leadership upholds its commitment to hiring, developing, and promoting its veteran workforce. In support of veterans’ hiring, the Secretary of Commerce, Deputy Secretary of Commerce, and senior leadership conduct periodic analyses of veterans’ hiring data, and regularly monitor Department efforts in promoting Commerce as an Employer of Choice to the military community and Veterans Service Organizations (VSOs). The “Department of Commerce Veterans’ Recruitment and Employment Operational Plan FY 2020” includes overarching goals targeted to increasing Commerce’s new hires of veterans:

1. Veterans new hires
2. Veterans who are 30 percent or more disabled
3. Veterans’ overall representation/retention

The Department has historically been committed to increasing the employment of non-disabled and disabled veterans through various strategic initiatives, which has resulted in veteran new hires as illustrated in Table 1 below.

Table 1. Veterans’ New Hires Trend Analyses (by Veterans’ Preference Category)

Fiscal Year (FY)	5-Point Preference (TP)	Veterans with Disabilities			Total
		10-Point Disability Preference (XP)	10-Point Compensable Disability Preference (CP)	10-Point 30% Compensable Disability Preference (CPS)	
FY 2018	370	30	51	238	689
FY 2017	469	21	51	209	750
FY 2016	554	27	59	194	834
FY 2015	859	42	49	202	1,152
FY2014	477	37	57	137	708

Source: Data collected from the National Finance Center (NFC) system.

SECTION IV – ROLES AND RESPONSIBILITIES

This Plan contains information and strategies to assist supervisors, hiring managers, and Human Resources Specialists on recruiting and employing veterans. Senior leadership's commitment is critical in developing human capital initiatives that facilitate reaching the established goals of the "Department of Commerce Veterans' Recruitment and Employment Operational Plan FY 2020." Through proper allocation of resources and incorporation of human capital management in hiring managers' performance plans, senior leadership can sustain the efforts. The following are the key stakeholders with their corresponding roles and responsibilities:

The Secretary of Commerce and Other Senior Officials:

- ❑ Serve on the interagency Council on Veterans' Employment (established by Executive Order 13518, the "Veterans Employment Initiative").
- ❑ Communicate to senior leadership the Department's commitment to veterans' hiring during executive management team meetings and other appropriate venues.

Chief Human Capital Officer and Director for Human Resources Management:

- ❑ Ensures that veterans' employment initiatives are linked to the Department's strategic and human capital planning.
- ❑ Communicates the Department's vision and commitment to executive staff, committees, and internal councils.

Veterans' Employment Program Manager:

- ❑ Collaborates with hiring managers who have open Job Opportunity Announcements to find qualified veteran candidates for employment consideration
- ❑ Conducts continuous mining and sourcing of veterans' resumes from the Department's automated hiring system.
- ❑ Provides resume building and career counseling to veteran applicants, and advocates for the employment of veterans throughout Commerce.
- ❑ Coordinates and leads veterans' recruitment activities involving the Department's bureaus and hiring managers.
- ❑ Provides guidance and expertise to hiring managers to enable the use of noncompetitive veterans' appointment authorities.
- ❑ Coordinates regular training sessions for all hiring managers and HR practitioners.
- ❑ Partners with the Department of Veterans Affairs, Department of Labor, and the Department of Defense on programs that provide developmental training opportunities to veterans.
- ❑ Collaborates with servicing HR offices' staffing directors and staffing specialists to identify qualified veteran applicants for job opportunities.

SECTION V – OPERATIONAL FRAMEWORK AND INFRASTRUCTURE

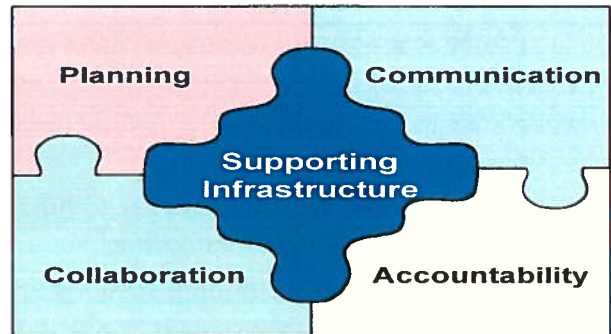
The “Department of Commerce Veterans’ Recruitment and Employment Operational Plan FY 2020” adapted the framework of the Federal Government-wide Veteran Employment Performance Model for FY 2014–2017. The framework is built upon four key concepts:

1. Leadership Commitment – Ensure Federal leaders advocate the value and importance of hiring veterans in the Federal Government.
2. Skills Development and Employment – Assist veterans to better align and translate their competencies and skills with Federal employment opportunities.
3. Employment – Improve the opportunity for veterans to successfully find Federal employment
4. Marketing – Ensure Federal hiring officials view veteran skills and dedication as essential to meet mission objectives, and veterans view the Federal Government as an employer of choice.
5. Information Gateway – Ensure veterans, transitioning service members and their families, current veteran employees, HR professionals, and hiring managers receive accurate and consistent information regarding the Federal employment of veterans.

Supporting Infrastructure:

Strategies and policies in these four areas are essential for building and sustaining the “Department of Commerce Veterans’ Recruitment and Employment Operational Plan Fiscal Year 2020”:

- ❑ Planning – Linking the “Department of Commerce Veterans’ Recruitment and Employment Operational Plan FY 2020” to the “Department of Commerce Diversity and Inclusion Strategic Plan, FY 2017-2021.” The plans are reviewed regularly and adjusted as needed to ensure continued alignment with overall Federal Government-wide initiatives.
- ❑ Communication – Implementing a communications strategy that: (1) ensures all senior leaders, hiring managers, Principal Human Resources Managers, HR practitioners, and employees understand the Department’s goal of increasing veterans’ employment opportunities; and (2) provides regular progress reports on the accomplishment of action strategies.
- ❑ Collaboration – Fostering an environment of learning, innovation, and collaboration between servicing HR offices, veterans’ employment bureau coordinators, and special emphasis program managers.
- ❑ Accountability – Measuring progress towards achieving established goals. The results are used to fine-tune future operational plans.



SECTION VI – KEY COMPONENTS IN VETERANS' HIRING AND RETENTION

The Department of Commerce has identified the following key components in its efforts to hire and retain veterans:

- Leadership Commitment
- Skill Development and Employment
- Marketing Veterans' Employment
- Information Gateway

Section VI of this report contains the following tables, individually addressing three components and providing specific strategies and action items to enable the Department's success in increasing veterans' hiring retention:

KEY COMPONENT	LOCATION
Leadership Commitment	Page 8
Skill Development and Employment	Pages 9–10
Marketing Veterans' Employment	Pages 11–12
Information Gateway	Page 13

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KEY COMPONENT: LEADERSHIP COMMITMENT

<p>Leadership Commitment: Establishes a governance structure and infrastructure dedicated solely to the employment of veterans in the Federal Government</p> <p>Federal Government-wide Strategic Goal: Ensure Federal leaders advocate the value and importance of hiring veterans in the Federal Government</p> <p>Federal Government-wide Strategies: Create a governance structure within the Federal Government to provide leadership and accountability for veterans' employment. Create advocates for veterans' employment within each Federal Agency.</p>	
Commerce Operational Goal/Objective	Strategies/Action Items
<p>Increase veterans' hiring, including those who are 30 percent or more disabled.</p>	<ul style="list-style-type: none"> ■ Issue a memorandum to bureau leadership from the Deputy Secretary to provide strategies to increase the hiring and training of veterans. ■ Engage in activities with VSOs (e.g., Blinded Veterans Association (BVA), Veterans Service Resource Center, Disabled American Veterans) to provide employment information to veteran service members, and address the challenges disabled service veterans face during the Federal hiring process. ■ Educate and train supervisors and managers on veterans' preference and noncompetitive appointments for preference eligible veterans during one-on-one recruitment training sessions and managerial survival skills training. ■ Ensure HR policy is current and reflective of the Federal Government-wide Veterans' Employment Initiative. ■ Conduct accountability audits of competitive examining certificates to ensure proper adjudication of veterans' preference and compliance with applicable laws and regulations.
Measure	
<ul style="list-style-type: none"> ■ Number of veterans hired in the Department 	
Expected Outcome	
<ul style="list-style-type: none"> ■ Increase in number of veterans hired compared to the previous fiscal year ■ Increase in veterans who are 30% or more disabled ■ Increase in overall veterans' representation within the Department 	

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KEY COMPONENT: SKILL DEVELOPMENT AND EMPLOYMENT

Skill Development and Employment: Focuses on providing employment counseling, and aligning the talents and aspirations of veterans and transitioning service members with civil service career opportunities.

Federal Government-wide Strategic Goal: Align veterans and transitioning service members' skills and career aspirations to Federal employment opportunities.

Federal Government-wide Strategies: Match veterans' skills with Federal career opportunities. Improve veterans' and transitioning service members success in obtaining and maintaining a Federal career. Maximize the transition assistance experience for all service members and spouses.

Commerce Operational Goal/Objective

Strategies/Action Items

Match veterans' competencies occupations

- Participate in targeted veterans' recruitment career fairs sponsored by VSOs, colleges and universities, and other institutions that have veteran representation, including veterans with disabilities.
- Provide access to numerous training courses through the Commerce Learning Center.
- Ensure veterans hired under the Veterans Recruitment Appointment (VRA) authority with less than 15 years of education are provided mandatory training plans.
- Offer opportunities for veterans to participate in formal mentoring partnerships through the Department-wide Mentoring Program.
- Provide on-the-job training opportunities to four participants in the Vocational Rehabilitation and Employment (VR&E) Program sponsored by the Department of Veterans Affairs.
- Participate in the Operation Warfighter Program, sponsored by the Department of Defense's Severely Injured Center.

Measure

- Number of veterans hired
- Veterans' employee attrition rates

Expected Outcome

- Decrease in veterans' attrition rates
- Increase in number of veterans participating in Departmental training programs and courses
- Increase in partnership with other Federal agencies and state vocational offices

KEY COMPONENT: SKILL DEVELOPMENT AND EMPLOYMENT (Continued)**Department of Commerce Leadership Development Programs:**

The Department promotes internal advancement opportunities for disabled veterans through the Department's leadership development programs. The programs serve as a pipeline to provide managers with a pool of high-caliber employees from which to fill mission-critical occupations and additional positions. The Department's leadership programs provide employees with programs that identify and develop emerging leaders in engaging learning experiences. Additionally, these programs fully support the Department of Commerce's "Human Capital Strategic Plan and Succession Plan."

- The Aspiring Leaders Development Program (ALDP) — The ALDP program for GS-9 through 12 uses an integrated approach to provide a series of developmental experiences that include three non-consecutive weeks of core training including instructor-led formal training, seminars, online courses, developmental work assignments, mentoring from senior managers, book reading and discussion, management interviews, shadowing assignments, writing assignments, three book forums, a 45-day developmental assignment, and team action learning projects and presentations
- The Executive Leadership Development Program (ELDP) — The ELDP enhances leadership competencies for GS-13 through GS-14 or equivalent candidates with an initial personal assessment, formal training and seminars, a 120-day developmental assignment at a Commerce organization, an action learning team project, and access to individual mentors and coaches.
- The Senior Executive Service Candidate Development Program (SES CDP) — The SES CDP provides GS-14 through GS-15 or equivalent candidates a wide variety of competency-based leadership development experiences. The program curriculum enhances leadership competencies through an initial personal assessment, formal training and seminars, a 120-day developmental assignment away from the home office, an action learning team project, and access to individual SES mentors.

Commerce will ensure all employees throughout the Department are made aware of all leadership development opportunities and reasonable accommodations are provided for disabled veterans to ensure they are fully able to participate.

Commerce also offers employees an opportunity to earn a certificate in Project Management through the Project Management Certificate Program. Through this program, participants will develop the following skill set:

- Estimate project costs and schedules using simple techniques
- Plan, estimate, and organize project efforts
- Identify customer requirements using proven techniques
- Manage projects with tight deadlines and limited budgets

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KEY COMPONENT: MARKETING VETERANS' EMPLOYMENT

<p>Marketing Veterans' Employment: Creates a marketing campaign targeted to veterans and transitioning service members on the benefits of continuing their careers with the Federal civil service. The campaign is also targeted to hiring managers; specifically, on how veterans can meet the demands for skills in their organizations.</p>	
<p>Federal Government-wide Strategic Goal: Ensure Federal agencies view veterans' skills and dedication as essential in meeting mission objectives.</p>	
<p>Federal Government-wide Strategies: Promote veterans and their employment in the Federal Government. Promote the Federal Government to veterans, transitioning service members, and their spouses as the Employer of Choice.</p>	
<p>Strategies/Action Items</p>	
<p>Implement recruitment strategies to showcase the Department as the Employer of Choice.</p>	<ul style="list-style-type: none"> ■ Participate in targeted veteran career fairs sponsored by VSOs, colleges, universities, and other institutions that have veteran representation, including veterans with disabilities. ■ Continue to educate hiring managers on the use of various hiring flexibilities, including the Veterans Recruitment Appointment (VRA) authority and the 30% or more disabled veterans hiring authority to accelerate the hiring process for disabled veterans. ■ Continue to collaborate with other Federal Government-wide, as well as state and local governments veterans' program officers, to actively recruit veterans, including disabled veterans. ■ Recruit veterans transitioning from military service by maintaining a strong presence in military employment readiness offices, veteran support agencies, and Transition and Assistance Program Offices located on military installations. ■ Maintain relationships with military installations' transition assistance offices to present employment opportunity information sessions on a semi-annual basis to service members who are within 180 days of separation. ■ Participate in recruitment fairs such as: Hiring our Heroes Career Fair; Patuxent River Naval Air Station Job Fair; Walter Reed; Military Officers Association of America Career Fair; the Army Wounded Warrior Program (AW2); and RecruitMilitary. These events have attracted over 3,000 service members, disabled veterans, and military spouses.

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Commerce Operational Goal/Objective	Strategies/Action Items
<p>Establish a “One Source” repository of information for veterans, transitioning service members and their families, HR practitioners, and hiring managers. Additionally, implement communication strategies that aim at promoting and advocating for the recruitment, hiring, and advancement of veterans.</p>	<ul style="list-style-type: none"> ■ Provide detailed information on the recruitment of disabled veterans, which has been made available as a reference tool for managers on the Department of Commerce’s Veterans’ Hiring Initiatives website: http://www.hr.commerce.gov/Careers/Veterans/index.htm. The website is accessible to more than 40,000 Department employees (including hiring managers), veteran applicants, VSOs, and the general public worldwide. ■ Educate and train hiring managers on veterans’ preference and noncompetitive appointments for disabled veterans during one-on-one recruitment training sessions, managerial survival skills training, and administrative officer training. ■ Provide information sessions to hiring managers on the Computer/Electronic Accommodations Program (CAP), which provides assistive technologies to Federal employees with disabilities at no cost. ■ Conduct Equal Employment Opportunity (EEO) training for new supervisors, which includes reasonable accommodations training to ensure that no qualified individual is denied the opportunity for advancement solely based upon his or her disability. ■ Develop recruitment materials that will be disseminated nationwide, providing detailed contact information of veterans’ program managers with the weblink to the Department’s Veterans’ Initiatives website and the OPM Veterans’ Employment Website. ■ Create reports for senior leaders to evaluate progress on veterans’ hiring initiatives.
<p>Measure</p> <ul style="list-style-type: none"> ■ Number of veterans hired within the Department 	
<p>Expected Outcome</p> <ul style="list-style-type: none"> ■ Increase in communication between hiring managers and HR practitioners ■ Increase in veterans’ representation within the Department’s workforce ■ Increase in number of outreach activities with Veterans’ Service Organizations (VSO), universities, and major military installations ■ Increase in number of veterans hired through outreach activities, universities, and major military installations under various veterans’ appointing authorities 	

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KEY COMPONENT: INFORMATION GATEWAY

Information Gateway: Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information on veterans' employment

Federal Government-wide Strategic Goal: Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information on veterans' employment.

Federal Government-wide Strategy: Provide accurate and consistent information to veterans, transitioning service members, military spouses, HR practitioners, and hiring managers. Ensure HR practitioners and HR hiring managers are well-versed on veterans' preference, special hiring authorities, and reasonable accommodations for veterans, transitioning service members and their families.

Commerce Operational Goal/Objective

Strategies/Action Items

Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information regarding veterans' employment

- Provide easy access to the OPM Veterans' Employment Website from the Commerce Veterans' Hiring Initiative website to ensure consistent and accurate information across the Department.
- Provide detailed information on the tools and techniques for recruiting veterans through various hiring flexibilities that have been made available as a reference tool for managers and accessible to more than 40,000 Department employees, veteran applicants, Veteran Service Organizations, and the general public worldwide via the Department of Commerce's Veterans' Hiring Initiatives website: <http://www.hr.commerce.gov/Careers/Veterans/index.htm>.
- Educate and train hiring managers on veterans' preference and non-competitive appointments for preference eligible veterans during one-on-one recruitment training sessions, managerial survival skills training, and administrative officer training.

Measure

- Number of veterans hired in the Department

Expected Outcome

- Increase in number of veterans hired
- Increase in the use of special hiring authorities to appoint veterans to Commerce positions
- Increase in communication between hiring managers and human resources practitioners

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SECTION VII – VETERANS' REPRESENTATION IN MISSION-CRITICAL OCCUPATIONS

As an essential part of ensuring organizational effectiveness in fulfilling organizational goals, the Department of Commerce (Department) ensures that the right people are in the right place with the right skills. Consequently, the Department has identified 24 mission-critical occupations that play a central role in carrying out Commerce's mission and vision. Table 2 presents a profile of veteran representation in FY 2019 in Commerce mission-critical occupations workforce.

1.

Table 2. Veterans' Representation in Mission-Critical Occupations in FY 2018 (by Veterans' Preference Category)

Mission-Critical Occupations	5-Point Preference (TP)	Veterans with Disabilities			Total Veterans MCO's	Total non-Vet MCO's
		10-Point Disability Preference (XP)	10-Point Compensable Disability Preference (CP)	10-Point 30% Compensable Preference (CPS)		
0110 Economist	2	0	0	0	2	35
0201 Human Resources	22	1	5	22	50	336
0301 Miscellaneous Administration and Program Management	114	4	23	52	193	1,398
0343 Management Program Analyst	87	8	16	72	183	1,175
0482 Fishery Biology	22	1	4	4	31	869
0500 Accounting and Budgeting Group	52	4	6	24	86	760
0511 Auditing						
0800 Professional Engineering Group	71	3	7	12	93	858
0905 General Attorney	31	2	0	5	38	1,026
1101 General Business & Industry	43	5	4	12	64	652
1102 Contract Specialist	25	3	7	21	56	187
1140 Trade Specialist	31	1	4	11	47	579
1224 Patent Examiner	279	11	16	43	349	8,492
1301 Physical Scientist or General Physical Science	57	3	7	18	85	751
1310 Physicist	3	0	1	0	4	415
1315 Hydrology	18	0	3	0	21	239
1320 Chemistry	8	0	0	0	8	288
1340 Meteorologist	210	11	26	20	267	2,218

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Mission-Critical Occupations	5-Point Preference (TP)	Veterans with Disabilities			10-Point 30% Compensable Preference (CPS)	Total Veterans MCO's	Total non-Vet MCO's
		10-Point Disability Preference (XP)	10-Point Compensable Disability Preference (CP)	10-Point 30% Compensable Preference (CPS)			
1360 Oceanography	10	0	0	0	10	210	
1529 Math Statistician	5	0	0	0	5	388	
1530 Statistician	51	5	1	5	62	1,446	
1550 Computer Science	8	0	0	1	9	255	
1801 General Inspection Investigation & Compliance	34	0	3	9	46	175	
2210 Information Technology Specialist	432	15	43	105	595	2688	
TOTAL	1,615	77	176	436	2,304	25,440	

Source: Data collected from the National Finance Center (NFC) reflects information for Fiscal Year 2018

Targeted Mission-Critical Occupations:

For FY 2020, the Department of Commerce's goal is to increase veterans' representation in the mission-critical occupations (MCO) of 0201 (Human Resources Specialist) and 1102 (Contract Specialist). Table 3 illustrates the Department's trend of veterans' representation within the 0201 and 1102 occupational series.

Targeted MCOs	FY 2018	FY 2017	FY 2016
0201 Human Resources Specialist	80	63	59
1102 Contract Specialist	78	78	66

Source: Data collected from the National Finance Center (NFC) system.

The Department will leverage the following strategies to advance the goal of increasing veterans' representation in the targeted MCOs of 0201 (Human Resources Specialist) and 1102 (Contract Specialist):

- ❑ Collaborate with hiring managers who have an open Job Opportunity Announcement for targeted MCOs to encourage consideration of veterans who are eligible for non-competitive appointments.
- ❑ Participate in the Operation Warfighter Program, sponsored by the Department of Defense's Severely Injured Center, to offer developmental work assignments to disabled service members who are on medical hold pending separation.
- ❑ Review resumes from the Department of Labor's Workforce Recruitment Program database, which contains over 7,000 resumes of undergraduate and college students who are disabled veterans.
- ❑ Participate in job fairs sponsored by the United Service Organizations (USO) and the Department of the Army's Fort Belvoir, Virginia, Employment Readiness Program Office.
- ❑ Conduct continuous mining from Department's automated hiring system.

SECTION VIII – COMMERCE PARTNERSHIPS WITH OTHER FEDERAL AGENCIES

The Department of Commerce continues to foster partnerships with other Federal Government agencies to participate in the following veterans' assistance programs:

Federal Agency	Program Overview and Highlights
<p>Soldier for Life Transition Assistance Program</p>	<p>The Soldier for Life Transition Assistance Program (SFL-TAP) is a centrally funded commander's program that provides transition assistance services to eligible soldiers. Public law is the foundation of the Transition Assistance Program initiative, along with DOD and Army policy.</p>
<p>Department of Defense (Operation Warfighter, Office of Warrior Care Policy)</p>	<p>Operation Warfighter (OWF) is a Department of Defense (DOD) internship program that provides opportunities for Recovering Service Members (RSMs) to participate in DOD paid internships with Federal agencies during their rehabilitation process. These Federal internships allow RSMs to obtain, develop, and practice newly assessed and identified work skills in a non-military work environment. More than 6,000 RSMs have been placed in Federal internships through the OWF. Service members who are released from active duty may be non-competitively converted to a permanent position if the agency elects to do so based on performance.</p>
<p>Department of Defense (Civilian Personnel Management Services)</p>	<p>The Hiring Heroes program helps wounded veterans find meaningful civilian jobs by providing resume building and interviewing workshops. The program hosts a series of career fairs at the Army and Navy medical treatment facilities for severely wounded troops. The Department will participate in numerous career fairs at different military locations across the country.</p>

SECTION IX – COMMERCE REGIONAL AND FIELD OFFICES MATCHED TO LOCAL MILITARY INSTALLATIONS

As part of the Department of Commerce's military recruitment strategy, major military installations throughout the United States were identified and cross-linked to Commerce regional and field office locations. Most Army base's military hospitals have been designated as Community-Based Warrior in Transition Units (CBWTU). These units have a primary mission to provide high-quality health care and administrative processing for reserve component soldiers while allowing them to live and perform duties close to their homes and families. Additionally, the CBWTU provides medical case management to Army soldiers who are injured or ill as the result of their military service in the Global War on Terrorism. Commerce headquarters and bureaus plan to partner with various military installations as part of the veterans' recruitment efforts.