

GOALS AND OBJECTIVES

Goals and Objectives	Milestones	Measure	Measurement Approach	Expected Result
1. Leadership Commitment	<ul style="list-style-type: none"> a. Veteran Employment Memorandum from Senior Leaders to Heads of Elements b. Revise and Distribute Standard Operating Plan for FY14-FY16 c. Continue regular collaborations with the Veteran Employment Advisory Officers d. Topic included in Senior Management meetings and HC monthly conference calls 	<ul style="list-style-type: none"> a. Managers integrate Veteran recruitment and retention practices into workforce and succession plans; and resources committed to achieving goals and objectives. b. Standard practices/ procedures communicated across the complex and supported by management c. Increased activity and attention to Veteran recruitment, hiring and retention provided d. Number of meetings/calls 	<ul style="list-style-type: none"> a. Reports to track recruitment activity; data from DOEInfo b. Managers held accountable for results c. Input and accomplishments provided for annual report to OPM d. Increased collaboration rates 	<ul style="list-style-type: none"> a. Increase in Veteran hires and retention rates b. Standardized approach implemented; and clearly defined expectations communicated across the complex c. Increase awareness of job opportunities within the Veteran community; increase retention rates; local outreach and partnerships established d. Increased awareness; increase in Veteran hires and retention rates
2. Skills Development	<ul style="list-style-type: none"> a. Participate in military Vets 2 Feds and voc. rehabilitation programs b. Reestablish mentoring program for Veterans c. Increase veteran participation in Leadership Training Programs d. Provide rotational opportunities for Veteran employees 	<ul style="list-style-type: none"> a. Number of participants in program, and number hired b. Number of participants; Veteran satisfaction; and increased understanding of Departmental operations c. Number of workshops; number of participants; increased knowledge /skills d. Number of participants 	<ul style="list-style-type: none"> a. Collaboration, evaluations, and reports b. Surveys and exit interviews c. Collaboration and reports, number of hits on links d. Evaluations and reports 	<ul style="list-style-type: none"> a. Additional Veteran staff; Veterans gain employment and development b. Helps acclimate Veterans to DOE; provides support and networking c. Addresses skill gaps and offers promotion potential d. Develops skills and promotes retention
3. Employment	<ul style="list-style-type: none"> a. Market frequent hire and mission critical positions to veterans b. Include Veterans in Career Pathways Program c. Managers and HR Professionals trained in use of Veteran hiring authorities /flexibilities d. Provide training to military through TAP 	<ul style="list-style-type: none"> a. Information is readily accessible; Increase in veteran applicants b. Veteran participation rate c. Number of HR Professionals and hiring managers trained; increased knowledge of Veteran hiring authorities and flexibilities d. Number of field locations participating in TAP 	<ul style="list-style-type: none"> a. Information available online b. DOEInfo c. Tracked through CHRIS/participation lists d. Reports and collaboration 	<ul style="list-style-type: none"> a. Increased visibility and transparency; increased Veteran applicants b. Prepares veterans for career advancement and offers retention c. Managers and HR professionals understand flexibilities/authorities resulting in increased use of flexibilities Increased knowledge of job opportunities
4. Marketing	<ul style="list-style-type: none"> a. Continue to promote outreach to Veterans through marketing campaign b. Promote job opportunities on military bases/ sites c. Engage DOE Ambassadors to promote Veteran employment on 	<ul style="list-style-type: none"> a. Participation levels in: job fairs; military recruitment activities and workshops; outreach to Veteran groups at colleges and universities; and activities conducted at military job and transition assistance centers b. Number of bases/ sites where jobs are posted c. Number of campus 	<ul style="list-style-type: none"> a. Reports and collaboration b. Annual reports c. Agency collaboration and evaluations d. DOE participates/ organizes virtual job fairs. Uses Bitly or similar 	<ul style="list-style-type: none"> a. Increased participation in Veteran/military recruitment; increased Veterans hires (2009 baseline) b. Increased knowledge of opportunities; Veterans apply to these positions c. Greater campus focus for DOE Veteran opportunities

	college campuses d. Market opportunities through job fairs and DOE events f. Establish DOE-wide register for disabled Veterans and VRA eligibles	activities targeted to Veterans conducted by DOE Ambassadors; d. Activities identified e. Usage and number of hires	application to track number of views and clicks e. DOE Info and Reports	d. Increased Veteran applications e. Increase in the use of hiring authorities; and Veteran hires
5. Information Gateway	a. Maintain updated webpage for Veterans b. Online marketing of DOE sponsored Veteran development programs for mission critical jobs c. Utilize mobile and gaming technology, social media (Facebook, Twitter, LinkedIn) to market DOE employment d. Utilize data mining capabilities in USAJobs and military job banks to identify Veterans eligible for noncompetitive hires	a. Of interest to Veterans; current information b. Information broadly communicated c. Implemented in conjunction with Veteran events, program participation, etc. d. Number of job postings in conjunction with outreach at bases and recruitment events	a. Webpage implemented b. Information Available online c. Web tracker that tracks number of visits to site d. Recruitment activity reports	a. Establishes commitment to Veterans; Creates supportive environment b. Broad knowledge of programs; Veterans are trained for mission critical occupations c. Attracts Veterans through virtual networking; provides transparency; increased Veteran applications d. Increase in use of hiring authorities; and Veteran hires