



THE SECRETARY OF THE INTERIOR
WASHINGTON

NOV 30 2010

Memorandum

To: Assistant Secretaries
Bureau Heads
Office of Human Resources

From: Secretary

Ken Salazar

Subject: Veterans Employment Initiative

Our Nation's transitioning service-members and veterans are a tremendous potential source of well-qualified candidates for our positions because of their leadership skills, experience, and dedication to public service. A year ago, on November 9, 2009, the President issued Executive Order 13518, establishing the Veterans Employment Initiative and the Council on Veterans Employment. As part of the Department of the Interior's response to the Executive Order, DOI established a Veterans Employment Program Office, developed a Veterans Employment Operational Plan, and set FY 2011 Veteran hiring goals.

The Department goals are to increase overall veterans hiring by 4 percent and disabled veterans hiring by 2 percent in FY 2011. These are aggressive, but achievable goals that require hiring managers to develop employment strategies aimed at attracting qualified veteran candidates and appropriately emphasize veteran hiring in your recruitment and hiring plans.

In order to promote and attract veteran candidates, I ask that you encourage managers to consider holding veteran hiring events, using special hiring authorities, and leveraging the resources of Federal and state agencies to advertise employment opportunities to help attract qualified veterans.

Finally, as you implement these strategies, I encourage you to identify and share veteran employment success stories with each other and the Office of Human Resources. Your continued commitment to expanding employment opportunities for veterans will further enhance our goal of serving as a model Federal employer.