

Veterans' Recruitment Plan
Florida Department of Highway Safety & Motor Vehicles
July 1, 2023 – June 30, 2024

INTRODUCTION

The Florida Department of Highway Safety & Motor Vehicles (FLHSMV) is committed to the success of recruitment and onboarding of talented and skilled veterans into the agency's workforce. The department recognizes the extensive training, experience, and transferrable skills gained through military service and recognizes the challenges that may occur when implementing a successful recruitment and onboarding process for individuals possessing these skillsets.

PURPOSE

The FLHSMV's Veterans' Recruitment Plan (the plan) is to encourage individuals eligible for veterans' preference in accordance with s. 295.07, Florida Statutes, (F.S.), to seek employment opportunities within the department. The plan is designed to meet established recruitment goals as required by s. 295.07(5)(a), F.S., and to increase the awareness among veterans of employment opportunities within the department. The plan includes annual goals for the 2023-2024 fiscal year.

ESTABLISHED GOALS

The following recruitment goals have been established by the FLHSMV with the intent to increase veterans' awareness of employment opportunities and to assist veterans with the successful navigation of the general recruiting and onboarding processes. These goals include:

1. Participate in public and/or private job fairs and other outreach events and opportunities that focus on veterans.
2. Further expand our veteran talent pipeline by maintaining partnerships with military bases throughout the state of Florida regarding outreach opportunities to attract more veterans. There are 21 military bases in Florida. (<https://militarybases.com/florida/>).
3. Post open positions on websites such as studentveteransofamerica.jobs, HelmetstoHardhats.org and USAJobs.gov, etc. are great resources for recruiting top veteran applicants. Most of these resources will let you post open position free of charge.
4. Continue working with Veteran's Florida to grow and maintain the SkillBridge internship program for transitioning service members to recruit more veterans into our agency.
5. Provide job opening information to military sponsored or veteran advocacy groups. These groups include:
 - Transition Assistance Programs (TAP)
 - National Guard representative(s)
6. Continue to advertise in People First and the sites it feeds into, to ensure veterans' access to vacancies.

PLAN MONITORING

The FLHSMV will measure and document the completion of established recruitment goals by:

1. Tracking the number of veteran job fairs attended.
2. Track the number of veterans interviewed by the Department.
3. Tracking the number of veteran applicants hired.
4. Distributing military surveys to new members to assess the plan's successes and areas that need improvement and/or revision.
5. Modifying the plan annually to incorporate improvements as determined by the survey results.
6. Track the number of Skillbridge interns that matriculate into full-time careers with the agency.
7. Track the percentage of our workforce comprised of veterans and compare this number to the numbers for the entire State of Florida.

REPORTING REQUIREMENTS

At the end of each fiscal year the FLHSMV will provide to the Department of Management Services' (DMS) the statistical data related to the recruitment plan. This data will, at a minimum, include the number of eligible persons who were hired because of the veterans' recruitment plan.

On an annual basis, the DMS will update the statistical data on its public website to include such data in its annual workforce report.

2022-2023 VETERAN RECRUITMENT RESULTS

Measure	Result
# of Veteran Job Fairs Attended	2
# of Veterans Who Attended Job Fairs	81
# of Veterans Interviewed by Department	27
# of Veterans Hired	51

FLHSMV WORKFORCE UTILIZATION ANALYSIS AND TRENDS

A utilization analysis is a tool used to compare the demographics of current employees with the demographics of the available labor market to determine if an employer has fewer members in a particular job category than could reasonably be expected based on their availability in the relevant labor market.

A comparison of the percentage of veterans in the available labor market in Florida and the percentage of veterans in FLHSMV's workforce reflects that FLHSMV's utilization of veterans exceeds expected amounts. In the last five years, veterans have consistently comprised 18-20% of FLHSMV's workforce.

Veterans in Florida

~7.4%

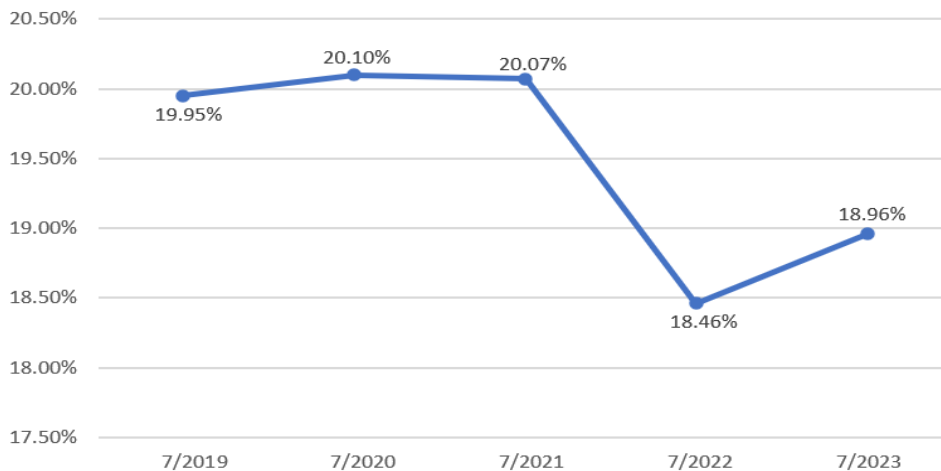
2022 American Community Survey 1-Year Estimates

Veterans in FLHSMV

~18.9%

July 2023 People First Data

**Percent Veterans in FLHSMV Workforce
5-Year Trends**



**Percentage of FLHSMV's workforce self-reporting as veterans as of the start of each fiscal year.*

FLHSMV Workforce Data Table

Date	Filled FTE	Veterans	Percent Veterans
1/2/2019	3993	801	20.06%
7/2/2019	4000	798	19.95%
1/3/2020	3975	786	19.77%
7/7/2020	3930	790	20.10%
1/4/2021	3830	776	20.26%
7/5/2021	3777	758	20.07%
1/5/2022	3781	726	19.20%
7/5/2022	3776	697	18.46%
1/1/2023	3767	695	18.44%
7/1/2023	3727	707	18.96%

FLHSMV workforce data obtained from the People First Data Warehouse. This table has data from previous reports.