

**Veterans' Recruitment Plan**  
**Florida Department of Highway Safety & Motor Vehicles**  
**July 1, 2024 – June 30, 2025**

**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(6)(a), F.S., and to increase the awareness among veterans of employment opportunities within the department. The plan includes annual goals for the 2024-2025 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. Continue to search for, evaluate, and utilize resources as appropriate (i.e. websites such as [studentveteransofamerica.job](http://studentveteransofamerica.job)) focused on recruiting top veteran applicants.
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. Add language to advertisements in support of hiring service members in an effort to increase veteran applicants.

## **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.

## **2023-2024 VETERAN RECRUITMENT RESULTS**

<b>Measure</b>	<b>Result</b>
# of Veteran Job Fairs Attended	0
# of Veterans Who Attended Job Fairs*	0
# of Veterans Interviewed by Department	11
# of Veterans Hired**	14

\*In fiscal year 2023-2024, due to hiring constraints, FLHSMV did not attend Career Fairs. However, plans are already in motion to re-engage in active recruiting, including Veteran recruiting, for fiscal year 2024-2025.

\*\*The number of veterans hired exceeds the number of veterans interviewed due to the hiring of sworn Troopers who are veterans. Their selection process is handled differently, and veteran status is captured at time of hire.

**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**

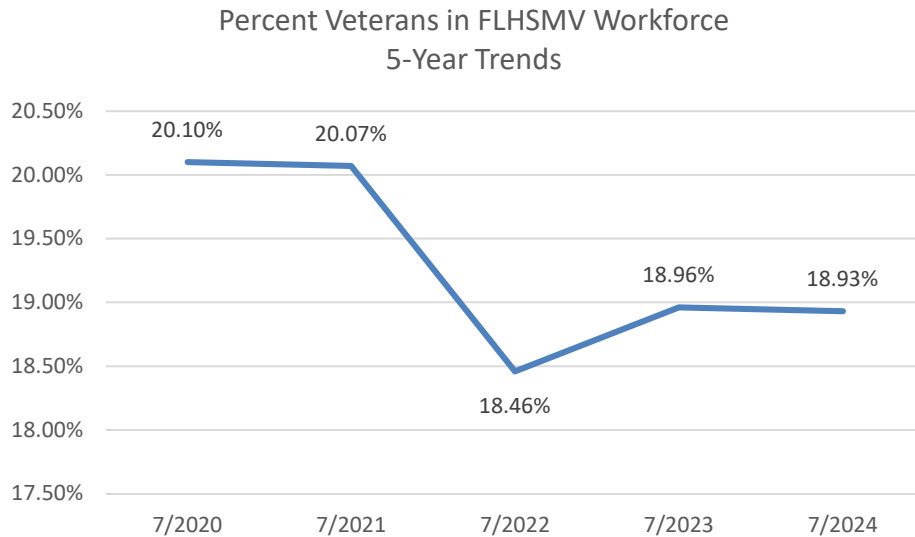
**~7.3%**

*2023 American Community Survey 1-Year Estimates*

**Veterans in FLHSMV**

**~18.9%**

*July 2024 People First Data*



*\*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
1/3/2020	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%
1/3/2024	3640	689	18.93%
7/3/2024	3544	671	18.93%

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