



## **VETERANS' RECRUITMENT PLAN**

### **INTRODUCTION**

Children's Trust of Alachua County (CTAC) is committed to successfully recruiting and onboarding talented and skilled veterans into the agency workforce. CTAC recognizes the extensive training, experience, and transferrable skills gained through military service and also recognize the challenges associated with implementing a successful recruitment and onboarding process for individuals possessing these skill sets.

### **PURPOSE**

Children's Trust of Alachua County's Veterans Recruitment Plan (the plan) is to encourage individuals eligible for veterans' preference in accordance with Section 295.07, Florida Statutes, (F.S.), to seek employment opportunities with this agency. This plan is designed to meet agency-established recruitment goals as required by Section 295.07(5)(a), F.S., and increase the awareness among veterans of employment opportunities within this agency.

### **AGENCY-ESTABLISHED GOALS**

The following recruitment goals have been established by Children's Trust of Alachua County with the intent to increase veterans' awareness of employment opportunities within CTAC, as well as assisting veterans with the successful navigation of the general recruiting and onboarding process within CTAC. These goals will be met on an annual basis unless revised.

1. CTAC will collaborate with at least one (1) organization that provides or supports employment services to veterans for veterans' preference as described in Section 295.07, F.S.
2. CTAC will list job openings with at least two (2) veteran advocacy groups and/or Florida colleges and universities to promote current and potential CTAC employment opportunities.

3. CTAC will continue to advertise open positions on its public website, employment websites such as Indeed, and with the Florida Veterans Program Portal under EmployFlorida.com, to expand veterans' awareness of employment opportunities.
4. CTAC will state in its recruitment materials that the agency values the service veterans and their family members have given to our country and that the agency supports the hiring of returning service members and military spouses.
5. CTAC will ensure a means to track statistical data related to its Veterans' Recruitment Plan which will include, at a minimum, the number of eligible persons hired as a result of the Veterans' Recruitment Plan.