

Hiring Percentage Model

Current Percentage of Veterans New Hires (Total Hires and Disabled Hires)	FY 2012 Recommended Percentage Point Increase for Veteran New Hires and Other Actions	
	Total Veteran New Hires	Total Disabled Veteran New Hires
Above 25% (total veteran new hires only)	Maintain or improve current percentage; analyze veterans demographics and establish targeted recruitment efforts for women, homeless, and/or combat enlisted veterans, individual eligible for derived veterans' preference, and military spouses; and increase the use of special hiring authorities for veterans	
20-24.99%	1 - 2 percentage points	Maintain levels
10-19.99%	3 - 4 percentage points	1 - 2 percentage points
Below 10%	5 - 6 percentage points	2 - 3 percentage points

NOTE: All agencies will analyze their attrition rates and take the necessary actions to ensure veterans are being retained in their workforce.