



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
Washington, DC 20415

The Director

Tuesday, March 27, 2012

MEMORANDUM FOR: Other Stakeholders

FROM: John Berry
Director

Subject: Meeting Our FY 2012 Veterans' Employment Goals

Of the many initiatives we are advancing, I am most proud of the work we have done to hire our Nation's veterans into the Federal workforce. You and your staffs made FY 2011 an unprecedented year for veterans' employment in Federal service, bringing in top talent to help us meet our most critical organizational challenges.

In FY 2012, we must continue our focus on hiring veterans. We are all aware that unemployment remains too high, particularly for those veterans who are 18-24 years old. I recognize that your departments/agencies may be experiencing budget cuts and hiring fewer employees. But there will still be opportunities to hire. We must analyze our staffing needs and take the necessary steps to ensure we meet our FY 2012 veterans' employment goals, including examining our recruitment strategies so we are attracting veterans to all available career fields.

Attracting and retaining the best talent means ensuring fair treatment for individuals who have served our country. This Administration has zero tolerance for violations of the Uniformed Services Employment and Reemployment Rights Act. We must continue to pay close attention to our returning reserve and guard population and ensure we manage their reintegration and maintain their professional trajectory. I also ask that you personally monitor the performance of your veterans' employment efforts to ensure you are on track to meet your goals and achieve the expected results. This way we can work together towards success and adjust the course if necessary before it is too late into the fiscal year. Along the way, please do not hesitate to reach out if you need help. All of us here at OPM stand ready to support you.

As we continue to serve the American people, our Government needs the best talent available. Our veterans offer us that talent and they have earned the right to continue their own service with us in the Federal civil service.

Let's do all we can to make this a reality.

cc: Chief Human Capital Officers Council