
DEPARTMENT OF COMMERCE



VETERANS RECRUITMENT AND EMPLOYMENT OPERATIONAL PLAN FISCAL YEAR 2025

Approved by: Jessica S Palatka
Jessica S. Palatka
Chief Human Capital Officer (CHCO),
Director, Office of Human Resources Management

July 23, 2024
Date



Table of Contents

Section	Page
I. Department of Commerce Overview	3
II. Mission, Vision, and Strategic and Management Integration Goals	4
III. Veteran Workforce Goals and Demographics	6
IV. Roles and Responsibilities	7
V. Operational Framework and Infrastructure	8
VI. Key Components in Veteran Hiring and Retention	9
VII. Veteran Representation in Mission-Critical Occupations	17
VIII. Commerce Partnerships with Other Federal Agencies	20
IX. Commerce Regional and Field Offices Matched to Local Military Installations ..	21

SECTION I – DEPARTMENT OF COMMERCE OVERVIEW

The Department of Commerce is a dynamic organization with a diverse mission that impacts national and international business, the economy, telecommunications, research, trade, and weather forecasting. Commerce's workforce currently has approximately 49,000 dedicated employees serving in the following 13 bureau-level offices, which report directly to the Office of the Secretary:

- Bureau of Economic Analysis – Provides timely, relevant, and accurate economic data to promote a better understanding of the U.S. economy.
- Bureau of the Census – Serves as the leading source of quality population data.
- Bureau of Industry and Security – Protects the national, economic, cyber, and homeland security of the United States.
- Economic Development Administration – Works in partnership with state and local governments, regional economic development districts, public and private nonprofit organizations, and Native American tribes to help afflicted communities in addressing problems associated with economic distress, such as recovering from the economic impact of natural disasters, and the closure of military installations and other Federal facilities.
- International Trade Administration – Cultivates prosperity by strengthening the international competitiveness of U.S. industry, promoting trade and investment, and ensuring fair trade and compliance with trade laws and agreements.
- Minority Business Development Agency – Fosters the growth and competitiveness of minority-owned firms in the United States. The efforts of the agency cross public, private, state, and local governmental, business, and institutional interests. The programs significantly contribute to job creation, economic revitalization, community sustainability as well as regional, national, and global competitiveness.
- National Institute of Standards and Technology – Promotes U.S. innovation and industrial competitiveness by advancing measurement science, standards, and technology to enhance economic security and improve Americans' quality of life.
- National Oceanic and Atmospheric Administration – Focuses on the condition of the oceans and atmosphere, providing environmental information products and stewardship services, as well as performing scientific research on ecosystems, climate, weather, water, commerce, and transportation.
- National Technical Information Service – Serves as the largest central resource for government-funded scientific, technical, engineering, and business-related information.

- National Telecommunications and Information Administration – Serves as the President's principal advisor on telecommunications and information policy issues; in this role, the NTIA frequently works with other executive branch agencies to develop and present the Administration's position on these issues.
- Patent and Trademark Office – Fosters innovation, competitiveness, and economic growth, domestically and abroad, by delivering high quality and timely examination of patent and trademark applications, guiding domestic and international intellectual property policy, and delivering intellectual property information and education worldwide.

SECTION II – MISSION, VISION, AND STRATEGIC AND MANAGEMENT INTEGRATION GOALS

Mission:

To create the conditions for economic growth and opportunity for all communities.

Vision:

For almost a century, Commerce has partnered with American businesses to maintain a healthy and prosperous United States. In so doing, it has established an exemplary record of innovation in manufacturing, transportation, communications, measurement, and materials. Consequently, Commerce's vision is to ensure that the U.S. remains a leader in the global economic arena while simultaneously being a model employer of veterans, which includes disabled veterans.

Strategic Goals:

- **Drive U.S. Innovation and Global Competitiveness** – By investing in resilient supply chains, bolstering our technological leadership, and engaging in strategic partnership with our allies, Commerce works to expand opportunities for American innovators, workers, and businesses.
- **Foster Inclusive Capitalism and Equitable Economic Growth** – By creating an economy that works for all Americans, Commerce has a goal to translate short-term growth into long-term prosperity. Once in-a-generation investments in broadband and community development will empower entrepreneurs in all regions of the country. Smart workforce development will align workers' skills with industry needs and provide the necessary wraparound support so job seekers can successfully complete their training.
- **Address the Climate Crisis Through Mitigation, Adaptation, and Resilience Efforts** – By using cutting edge technologies to monitor and forecast climate change, and building partnerships with businesses and allies, Commerce seeks to address the climate crisis. Leading the world toward a clean energy future with creating millions of good-paying

jobs.

- **Expand Opportunity and Discovery Through Data** – By leveraging our tools of data and analysis, Commerce works to establish a level playing field for American workers and businesses in the global economy.
- **Provide 21st Century Service with 21st Century Capabilities** – By listening to feedback, deploying smart technology, and using efficient systems for hiring and procurement, Commerce ensures that the Department’s employees are focused on achieving results for America.

SECTION III – VETERANS’ WORKFORCE GOALS AND DEMOGRAPHICS

Commerce’s leadership is committed to recruiting, hiring, developing, and advancing its veteran workforce. In pursuit of these aims, the Secretary of Commerce, Deputy Secretary of Commerce, and senior leadership team consistently review veteran hiring data and oversee the Department’s initiatives in showcasing Commerce as an “Employer of Choice” within the military community and among Veterans Service Organizations (VSOs). The “Department of Commerce Veterans Recruitment and Employment Operational Plan FY 2025” (the Plan) outlines high-level objectives aimed at enhancing Commerce’s recruitment, hiring and retention of Veterans in the following areas:

1. Veteran new hires
2. Veterans who are 30 percent or more disabled
3. Veterans’ overall representation/retention

The Department has historically been committed to increasing the employment of non-disabled (5-Point Preference) and disabled veterans (10-Point Preference) through various strategic initiatives, which has resulted in veteran new hires as illustrated in Table 1 below.

Table 1. Veteran New Hires Trend Analyses (by Veterans’ Preference Category)

Fiscal Year (FY)	5-Point Preference (TP)	Veterans with Disabilities			Total
		10-Point Disability Preference (XP)	10-Point Compensable Disability Preference (CP)	10-Point 30% Compensable Disability Preference (CPS)	
FY 2024	2,540	140	364	1,850	4,894
FY 2023	2,717	146	370	1,762	4,995
FY 2022	2,771	150	366	1,578	4,865
FY 2021	3,098	191	394	1,583	5,266
FY 2020	3,476	207	448	1,847	5,978

Source: Data collected from the National Finance Center (NFC) system as of March 2024. Veteran new hire is defined as a Veteran employee who has not previously worked in any capacity for the Federal Government.

SECTION IV – ROLES AND RESPONSIBILITIES

In executing the Plan, key stakeholders in veteran recruitment and employment focus on the associated roles and responsibilities outlined below:

The Secretary of Commerce and Other Senior Officials:

- ❑ Participates in the interagency Council on Veterans' Employment (established by Executive Order 13518, "Veterans Employment Initiative").
- ❑ Communicates to senior leadership the Department's dedication to veteran recruitment and hiring during executive management team meetings and other relevant forums.

Chief Human Capital Officer (CHCO) and Director, Office of Human Resources Management:

- ❑ Establishes connections between Veteran employment initiatives and the Department's strategic and human capital planning.
- ❑ Communicates the Department's vision and commitment to executive staff, committees, and internal councils.

Veterans' Employment Program Manager:

- ❑ Collaborates with hiring managers to identify qualified non-competitive veteran candidates for open Job Opportunity Announcements.
- ❑ Conducts continuous mining and sourcing of veterans' resumes from the Department's automated hiring system.
- ❑ Provides resume building and career counseling to veteran applicants, and advocates for the employment of veterans throughout Commerce.
- ❑ Coordinates, leads, and oversees veterans' recruitment activities involving the Department's bureaus and hiring managers.
- ❑ Provides guidance and expertise to hiring managers on the use of noncompetitive veteran appointment authorities.
- ❑ Organize and facilitate regular training sessions for all hiring managers and HR practitioners.
- ❑ Partners with the Department of Veterans Affairs, Department of Defense, and Department of Labor on programs offering developmental training opportunities to veterans.
- ❑ Works with servicing HR offices' staffing directors and staffing specialists to identify qualified veteran applicants for job opportunities.
- ❑ Conducts outreach to veterans, military service organizations, and other relevant stakeholders to promote employment opportunities and raise awareness of veteran recruitment efforts.
- ❑ Monitors and evaluates the effectiveness of veteran recruitment and employment programs and makes recommendations for continuous improvement.

SECTION V – OPERATIONAL FRAMEWORK AND INFRASTRUCTURE

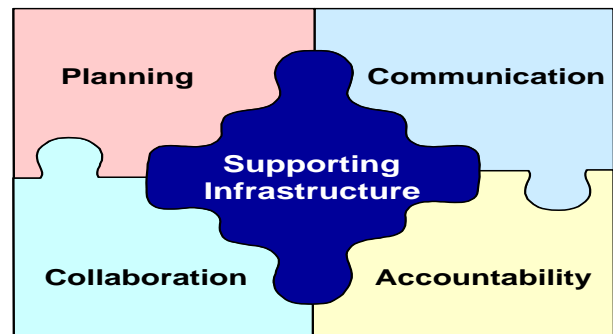
This Plan adopts the framework of the Office of Personnel Management’s [Government-wide Veteran Employment Performance Model for FY 2014–2017](#). The framework is built upon four key concepts:

1. Leadership Commitment – Ensure Federal leaders advocate the value and importance of hiring veterans in the Federal Government.
2. Skills Development and Employment – Assist Veterans to better align and effectively translate their competencies and skills to match Federal employment opportunities.
3. Marketing – Ensure Federal hiring officials view veteran skills and dedication as essential to meet mission objectives, and veterans view the Federal Government as an employer of choice.
4. Information Gateway – Ensure veterans, transitioning service members and their families, current veteran employees, HR professionals, and hiring managers receive accurate and consistent information regarding the Federal employment of veterans.

Supporting Infrastructure:

To effectively establish and uphold the Plan, it is imperative to focus on the following four key areas:

- ❑ Strategic Planning – Linking the Plan” to the “Department of Commerce Diversity and Inclusion Strategic Plan, FY2022-2023.” The plans are reviewed regularly and adjusted as needed to ensure continued alignment with Commerce priorities and Federal Government-wide initiatives.
- ❑ Communication – Implementing comprehensive communications strategies aimed at ensuring clarity among senior leaders, hiring managers, Principal Human Resources Managers, HR practitioners, and employees regarding the Department’s objective to enhance veteran employment opportunities. Regular progress reports should be disseminated to track action and accomplishments.
- ❑ Collaboration – Cultivate an atmosphere conducive to learning, innovation, and collaboration among HR offices, veterans’ employment bureau coordinators, and special emphasis program managers.
- ❑ Accountability – Measuring progress towards achieving established goals. The results are used to finetune future operational plans.



SECTION VI – KEY COMPONENTS IN VETERANS’ HIRING AND RETENTION

The Department of Commerce has identified the following key components in its efforts to hire and retain veterans:

- ☐ Leadership Commitment
- ☐ Skill Development and Employment
- ☐ Marketing Veterans’ Employment
- ☐ Information Gateway

Section VI contains the following tables, individually addressing three components and providing specific strategies and action items to enable the Department’s success in increasing veteran hiring and retention:

KEY COMPONENT	LOCATION
Leadership Commitment	Page 10
Skill Development and Employment	Pages 11-13
Marketing Veterans’ Employment	Pages 14-15
Information Gateway	Page 16

KEY COMPONENT: LEADERSHIP COMMITMENT

Leadership Commitment: Establishes a governance structure and infrastructure dedicated solely to the employment of veterans in the Federal Government	
Federal Government-wide Strategic Goal: Ensure Federal leaders advocate the value and importance of hiring veterans in the Federal Government	
Federal Government-wide Strategies: Create a governance structure within the Federal Government to provide leadership and accountability for veterans' employment. Create advocates for veterans' employment within each Federal Agency.	
Commerce Operational Goal/Objective	Strategies/Action Items
Increase veteran hiring, including those who are 30 percent or more disabled.	<ul style="list-style-type: none"> ■ Educate and train supervisors and managers on veterans' preference and noncompetitive appointments for preference eligible veterans during one-on-one recruitment training sessions and managerial skills training. ■ Ensure HR policy is current and reflective of the Federal Government-wide Veterans' Employment Initiative. ■ Conduct accountability audits of competitive examining certificates to ensure proper adjudication of veterans' preference and compliance with applicable laws and regulations. ■ Issue a memorandum to bureau leadership from the Deputy Secretary to provide strategies to increase the hiring and training of veterans. ■ Engage in activities with veteran service organizations (VSOs) (e.g., Blinded Veterans Association, Veterans Service Resource Center, Disabled American Veterans) to provide employment information to veteran service members, and address the challenges disabled veterans face during the Federal hiring process.
Measure	
<ul style="list-style-type: none"> ■ Number of veterans hired in the Department. 	
Expected Outcome	
<ul style="list-style-type: none"> ■ Increase in number of veterans hired compared to the previous fiscal year. ■ Increase in veterans who are 30% or more disabled hired compared to the previous year. ■ Increase in overall veterans' representation within the Department as compared to the previous year. 	

KEY COMPONENT: SKILL DEVELOPMENT AND EMPLOYMENT

Skill Development and Employment: Focuses on providing employment counseling and aligning the talents and aspirations of veterans and transitioning service members with civil service career opportunities.

Federal Government-wide Strategic Goal: Align veterans and transitioning service members' skills and career aspirations to Federal employment opportunities.

Federal Government-wide Strategies: Match veterans' skills with Federal career opportunities. Improve veteran and transitioning service member success in obtaining and maintaining a Federal career. Maximize the transition assistance experience for all service members and spouses.

Commerce Operational Goal/Objective	Strategies/Action Items
<p>Match veterans' competencies occupations</p>	<ul style="list-style-type: none"> ■ Participate in targeted veterans' recruitment career fairs sponsored by VSOs, colleges and universities, and other institutions that have veteran representation, including veterans with disabilities. ■ Provide access to numerous training courses through the Commerce Learning Center. ■ Ensure veterans hired under the Veterans Recruitment Appointment (VRA) authority with less than 15 years of education are provided mandatory training plans. ■ Offer opportunities for veterans to participate in formal mentoring partnerships through the Department-wide Mentoring Program. ■ Provide on-the-job training opportunities to participants in the Vocational Rehabilitation and Employment (VR&E) Program sponsored by the Department of Veterans Affairs. ■ Participate in the Operation Warfighter Program and Skillbridge Program, sponsored by the Department of Defense.
Measure	
<ul style="list-style-type: none"> ■ Number of veterans hired ■ Veteran employee attrition rates 	
Expected Outcome	
<ul style="list-style-type: none"> ■ Decrease in veterans' attrition rates. ■ Increase in number of veterans participating in Departmental training programs and courses. ■ Increase in partnership with other Federal agencies and state vocational offices 	

KEY COMPONENT: SKILL DEVELOPMENT AND EMPLOYMENT (Continued)**Department of Commerce Leadership Development Programs:**

The Department promotes internal advancement opportunities for disabled veterans through the Department's leadership development programs. The programs serve as a pipeline to provide managers with a pool of high-caliber employees from which to fill mission-critical occupations and additional positions. The Department's leadership programs provide employees with programs that identify and develop emerging leaders in engaging learning experiences. Additionally, these programs fully support the Department of Commerce's ["Human Capital Strategic Plan, 2023-2026"](#).

- **The Executive Leadership Development Program (ELDP)** — The ELDP enhances leadership competencies for GS-13 through GS-14 or equivalent candidates with an initial personal assessment, formal training and seminars, a 120-day developmental assignment at a Commerce organization, an action learning team project, and access to individual mentors and coaches.
- **The Senior Executive Service Candidate Development Program (SES CDP)** — The SES CDP provides GS-14 through GS-15 or equivalent candidates a wide variety of competency-based leadership development experiences. The program curriculum enhances leadership competencies through an initial personal assessment, formal training and seminars, a 120-day developmental assignment away from the home office, an action learning team project, and access to individual SES mentors.
- **White House Leadership Development Program (WHLDP)** – This program is an opportunity for high-potential career GS-15 or equivalent employees to develop executive leadership skills while serving on a 12-month placement at the White House.
- **Excellence in Government (EIG)** – This 11-month program focuses on results by providing GS-14/15 or equivalent employees the time and space to grow within their federal government career.
- **Secretary's Leadership Seminar (SLS)** – This 9-month program at the Harvard Business School is for high-potential GS-13 through 15 or equivalent employees and provides executive-level content to prepare participants to serve in the SES.
- **Women's Leadership Development Program** – This 5-week program is offered to GS-12/13 or equivalent DOC women who may have zero to three years of managerial experience and five-plus years of total federal experience in all areas of expertise.
- **Chief Executive Officers Fellows Program (CXO)** – This 10-month virtual development program is for GS-09 through 13 or equivalent employees to engage the next generation of Federal leaders.
- **Administrative Professionals Excellence Program (APEX)** – This 3-month virtual career development program is for GS-05 through 12 or equivalent administrative and technical support staff (Note: this program is managed by USPTO).

Commerce is committed to ensuring all employees are made aware of all leadership development opportunities and reasonable accommodations are provided for disabled veterans to ensure they are fully able to participate.

Commerce also offers employees an opportunity to earn a certificate in Project Management through the Project Management Certificate Program. Through this program, participants will develop the following skills:

- Estimate project costs and schedules using simple techniques.
- Plan, estimate, and organize project efforts.
- Identify customer requirements using proven techniques.
- Manage projects with tight deadlines and limited budgets.

KEY COMPONENT: MARKETING VETERANS' EMPLOYMENT

Marketing Veterans' Employment: Creates a marketing campaign targeted to veterans and transitioning service members on the benefits of continuing their careers with the Federal civil service. The campaign is also targeted to hiring managers; specifically, on how veterans can meet the demands for skills in their organizations.

Federal Government-wide Strategic Goal: Ensure Federal agencies view veterans' skills and dedication as essential in meeting mission objectives.

Federal Government-wide Strategies: Promote veterans and their employment in the Federal Government. Promote the Federal Government to veterans, transitioning service members, and their spouses as the Employer of Choice.

Commerce Operational Goal/Objective	Strategies/Action Items
<p>1. Implement recruitment strategies to showcase the Department of Commerce as the Employer of Choice.</p>	<ul style="list-style-type: none"> ■ Participate in targeted veteran career fairs sponsored by VSOs, colleges, universities, and other institutions that have veteran representation, including veterans with disabilities. ■ Continue to educate hiring managers on the use of various hiring flexibilities, including the Veterans Recruitment Appointment (VRA) authority and the 30% or more disabled veterans hiring authority to accelerate the hiring process for disabled veterans. ■ Continue to collaborate with other Federal agencies, as well as with state and local government veterans' program officers, to actively recruit veterans, including disabled veterans. ■ Recruit veterans transitioning from military service by maintaining a strong presence in military employment readiness offices, veteran support agencies, and Transition and Assistance Program Offices located on military installations. ■ Maintain relationships with military installations' transition assistance offices to present employment opportunity information sessions on a semi-annual basis to service members who are within 180 days of separation. ■ Participate in recruitment fairs such as: RecruitMilitary, Disabled American Veterans, Hiring our Heroes, Military Officers Association of America, Army Wounded Warrior Program (AW2), and Soldier Recovery Unit events. These events have attracted over 3,000 service members, disabled veterans, and military spouses.

COMMERCE VETERANS RECRUITMENT AND EMPLOYMENT OPERATIONAL PLAN FY 2025

Commerce Operational Goal/Objective	Strategies/Action Items
<p>2. Establish a “One Source” repository of information for veterans, transitioning service members and their families, HR practitioners, and hiring managers. Additionally, implement communication strategies that aim to promote and advocate for the recruitment, hiring, and advancement of veterans.</p>	<ul style="list-style-type: none"> ■ Create reports for senior leaders to evaluate progress on veteran hiring initiatives. ■ Provide detailed information on the recruitment and hiring of veterans, which has been made available as a reference tool for managers on the Department of Commerce’s Veterans’ Hiring Initiatives website. The website is accessible to more than 49,205 Department employees (including hiring managers), veteran applicants, VSOs, and the public worldwide. ■ Educate and train hiring managers on veterans’ preference and noncompetitive appointments for disabled veterans during one-on-one recruitment training sessions, managerial skills training, supervisory training, and administrative officer training. ■ Provide information sessions to hiring managers on the Computer/Electronic Accommodations Program (CAP), which provides assistive technologies to Federal employees with disabilities at no cost. ■ Conduct Equal Employment Opportunity (EEO) training for new supervisors, which includes reasonable accommodations training to ensure that no qualified individual is denied the opportunity for advancement solely based upon his or her disability. ■ Develop recruitment materials that will be disseminated nationwide, providing detailed contact information of veterans’ program managers with the weblink to the Department’s Veterans’ Initiatives website and the OPM Veterans’ Employment Website.
Measure	
<ul style="list-style-type: none"> ■ Number of veterans hired within the Department 	
Expected Outcome	
<ul style="list-style-type: none"> ■ Increase in communication between hiring managers and HR practitioners. ■ Increase in veterans’ representation within the Department’s workforce. ■ Increase in number of outreach activities with Veterans’ Service Organizations (VSO), universities, and major military installations. ■ Increase in number of veterans hired through outreach activities, universities, and major military installations under various veteran appointing authorities. 	

COMMERCE VETERANS RECRUITMENT AND EMPLOYMENT OPERATIONAL PLAN FY 2025

KEY COMPONENT: INFORMATION GATEWAY

Information Gateway: Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information on veterans' employment

Federal Government-wide Strategic Goal: Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information on veterans' employment.

Federal Government-wide Strategy: Provide accurate and consistent information to veterans, transitioning service members, military spouses, HR practitioners, and hiring managers. Ensure HR practitioners and HR hiring managers are well-versed on veterans' preference, special hiring authorities, and reasonable accommodations for veterans, transitioning service members and their families.

Commerce Operational Goal/Objective	Strategies/Action Items
Ensure veterans, transitioning service members and their families, HR practitioners, and hiring managers receive accurate and consistent information regarding veterans' employment	<ul style="list-style-type: none">■ Provide easy access to the OPM Veterans' Employment Website from the Commerce Veterans' Hiring Initiative website to ensure consistent and accurate information across the Department.■ Provide detailed information on the tools and techniques for recruiting veterans through various hiring flexibilities that have been made available as a reference tool for managers and accessible to more than 49,205 Department employees, veteran applicants, Veteran Service Organizations, and the general public worldwide via the Department of Commerce's Veterans' Hiring Initiatives website.■ Educate and train hiring managers on veterans' preference and non-competitive appointments for preference eligible veterans during one-on-one recruitment training sessions, managerial skills training, and administrative officer training.■ Mandate annual Veteran/USERRA training for all supervisors, hiring managers and Human Resource professionals.
Measure	
<ul style="list-style-type: none">■ Number of veterans hired in the Department.	
Expected Outcome	
<ul style="list-style-type: none">■ Increase in number of veterans hired.■ Increase in the use of special hiring authorities to appoint veterans to Commerce positions.■ Increase in communication between hiring managers and human resources practitioners.	

SECTION VII – VETERANS’ REPRESENTATION IN MISSION-CRITICAL OCCUPATIONS

As an essential part of ensuring organizational effectiveness in fulfilling organizational goals, the Department of Commerce ensures that the right people are in the right place with the right skills. Consequently, the Department has identified 30 mission-critical occupations that play a central role in carrying out Commerce’s mission and vision. Table 2 presents a profile of veteran representation in FY 2024 in Commerce mission-critical occupations workforce.

Table 2. Veterans’ Representation in Mission-Critical Occupations in FY 2024 (by Veterans’ Preference Category)

Mission-Critical Occupation	Veterans with Disabilities				Total Veterans MCO’s	Total non-Vet MCO’s
	5-Point Preference (TP)	10-Point Disability Preference (XP)	10-Point Compensable Disability Preference (CP)	10-Point 30% Compensable Preference (CPS)		
0089-Emergency Management	6	1		11	18	46
0110-Economist	18	1	2	7	28	530
0150-Geography	8			3	11	153
0201-Human Resources Management	27		5	65	97	422
0301-Miscellaneous Administration and Program Management	99	2	22	134	257	1,842
0343-Management and Program Analyst	105	10	24	192	331	1,839
0391-Telecommunications	16	1		16	33	23
0391-Telecommunications (Cybersecurity)				1	1	2
0401-General Natural Resources Management and Biological Sciences	12		1	6	19	795
0482-Fishery Biologist	7		3	8	18	725
0511-Auditing	4		1	6	11	90
0854-Computer Engineering					0	23
0854-Computer Engineering (Cybersecurity)				1	1	7
0855-Electronics Engineering	8	1	1	7	17	244
0855-Electronics Engineering (Cybersecurity)	1		1		2	16
0905-General Attorney	31	1	3	21	56	1,495

COMMERCE VETERANS RECRUITMENT AND EMPLOYMENT OPERATIONAL PLAN FY 2025

1101-General Business and Industry	35	8	4	41	88	662
1102-Contracting*	40	3	4	47	94	342
1140-Trade Specialist	18	1	1	6	26	542
1224-Patent Examiner	227	7	20	89	343	8,379
1301-Physical Scientist or General Physical Science	40	4	9	30	83	1,065
1340-Meteorologist	133	4	18	45	200	2,222
1360-Oceanography	5			1	6	161
1529-Mathematical Statistician	7	1		3	11	417
1530-Statistician	36	1	3	21	61	1,510
1550-Computer Science	4		1	2	7	207
1550-Computer Science (Cybersecurity)	1			1	2	87
2210-Information Technology Management	374	17	60	250	701	2,685
SES Leadership*	29	1	1	10	41	480
SES/SL/ST	31	1	1	15	48	593
Total Gov and DOC MCOs	1,322	65	185	1,039	2611	27,604

Source: Data collected from the National Finance Center (NFC) reflects information for Fiscal Year 2024. Data current as of March 2024.

Targeted Mission-Critical Occupations:

For FY 2025, the Department of Commerce’s goal is to increase veterans’ representation in the mission-critical occupations (MCO) of 0201 (Human Resources Specialist), 1102 (Contract Specialist), 1550 (Computer Science (Cybersecurity)), and 0854 (Computer Engineering). Table 3 illustrates the Department’s trend of veterans’ representation within these occupational series.

Targeted MCOs	FY 2024	FY 2023	FY 2022
0201 Human Resources Specialist	105	93	96
1102 Contract Specialist	103	101	90
1550 Computer Science (Cybersecurity)	14	13	12
0854 Computer Engineering (Cybersecurity)	3	4	3

Source: Data collected from the National Finance Center (NFC) system. Data current as of March 2024.

The Department will leverage the following strategies to advance the goal of increasing veterans’ representation in the targeted MCOs of 0201 (Human Resources Specialist), 1102 (Contract Specialist), 1550 (Computer Science (Cybersecurity), and 0854 (Computer Engineer):

- ❑ Collaborate with hiring managers who have an open Job Opportunity Announcement for targeted MCOs to encourage consideration of veterans who are eligible for non-competitive appointments.
- ❑ Participate in the Operation Warfighter Program and DOD Skillbridge Program, sponsored by the Department of Defense’s Severely Injured Center, to offer developmental work assignments to disabled service members who are on medical hold pending separation.
- ❑ Review resumes from the Department of Labor’s Workforce Recruitment Program database, which contains over 7,000 resumes of undergraduate and college students who are disabled veterans.
- ❑ Participate in job fairs sponsored by the United Service Organizations (USO) and the Department of the Army’s Fort Belvoir, Virginia, Employment Readiness Program Office.
- ❑ Conduct continuous resume mining from Department’s automated hiring system.

SECTION VIII – COMMERCE PARTNERSHIPS WITH OTHER FEDERAL AGENCIES

The Department of Commerce continues to foster partnerships with other Federal Government agencies to participate in the following veteran assistance programs:

Federal Agency	Program Overview and Highlights
Soldier for Life Transition Assistance Program	The Soldier for Life Transition Assistance Program (SFL-TAP) is a centrally funded commander's program that provides transition assistance services to eligible soldiers. Public law is the foundation of the Transition Assistance Program initiative, along with DOD and Army policy.
Department of Defense (Operation Warfighter, Office of Warrior Care Policy)	Operation Warfighter (OWF) is a Department of Defense (DOD) internship program that provides opportunities for Recovering Service Members (RSMs) to participate in DOD paid internships with Federal agencies during their rehabilitation process. These Federal internships allow RSMs to obtain, develop, and practice newly assessed and identified work skills in a non-military work environment. More than 6,000 RSMs have been placed in Federal internships through the OWF. Service members who are released from active duty may be non-competitively converted to a permanent position if the agency elects to do so based on performance.
Department of Defense (Civilian Personnel Management Services)	The Hiring Heroes program helps wounded veterans find meaningful civilian jobs by providing resume building and interviewing workshops. The program hosts a series of career fairs at the Army and Navy medical treatment facilities for severely wounded troops. The Department will participate in numerous career fairs at different military locations across the country.

**SECTION IX – COMMERCE REGIONAL AND FIELD OFFICES MATCHED TO LOCAL
MILITARY INSTALLATIONS**

As a component of its strategy to recruit military personnel, the Department of Commerce has identified major military installations across the United States and connected them with the locations of Commerce’s regional and field offices. Commerce headquarters and its bureaus are set to collaborate with various military installations to enhance Veteran recruitment initiatives.