

Veteran Hiring Initiative  
Military Recruiting Events  
The Face of a Veteran  
Website Development



# TREASURY SUPPORTS VETERANS



*A Monthly Insight into the Treasury Veterans Employment Program*

# Veteran Update

Current Topics >>>

## Upcoming Military Career Fairs

The Treasury Veterans Employment Office (VEO) will be attending the following career fairs. If your bureau has vacancies or if you have questions, please contact us at [Vets@do.treas.gov](mailto:Vets@do.treas.gov).

**October 21 | Fort Leonard Wood, MO**  
**October 23 | Little Rock, AR**  
**November 17 | Washington, DC**  
**December 4 | Atlanta, GA**



*Be Innovative, Be Driven, Be  
Excellent, be a Hamilton  
Fellow.*

Go to [http://www.treasury.gov/organization/employment/internships/hamilton\\_fellows.html](http://www.treasury.gov/organization/employment/internships/hamilton_fellows.html)

## Veterans' Hiring Going Strong

*Veterans' Hiring Initiative is turning up real progress*

The President's Interagency Council on Veterans Employment was briefed by U.S. Office of Personnel Management (OPM) Director John Berry, Deputy Secretary of Veterans Affairs Scott Gould, and Department of Labor's Assistant Secretary for Veteran's Employment and Training, Ray Jefferson, to inform them that thousands more veterans have been hired by federal agencies since last November when President

Barack Obama signed Executive Order 13518, Employment of Veterans in the Federal Government, and established the Veterans Employment Initiative. Also at the briefing, the council adopted a more aggressive new benchmark for veteran hiring among federal agencies.

More than 32,800 veterans have already been hired in the first six months by federal agencies, exceeding last years' number at this time. Council members adopted a new benchmark for veteran hiring among federal agencies at today's meeting. The Hiring Percentage Model will guide an agency's goal setting based on the current percentage of veterans hired, to include disabled veterans. Those agencies with lower hiring percentages will have more aggressive goals, but will soon graduate to other tiers based on their performance.

"The jobless rate among Veterans returning from Iraq and Afghanistan is unacceptably high," said Deputy Secretary Gould. "The Federal government wants to hire Veterans because of their experience, leadership skills and commitment to our Country. Working together, we can do a lot of good for our Veterans and for our Nation."

The goal of the President's Veteran Employment Initiative is to help Federal agencies identify qualified veterans, clarify the hiring process for veterans seeking employment with the Federal government, and help veterans adjust to civilian life once they are hired. Much has been accomplished in the first 10 months since the signing of the Executive Order which points directly to the uptick in the number of veterans hired, including:

- Veterans were 30.2% of total new hires during the first six months of FY 2010 compared to 26.8% in the same period in FY 2009. This is approximately a 3.5 percentage point change. That is 2,600 more veterans hired into the Federal Government in the first half of FY 2010 than in the first half of FY 2009.
- The establishment of Veteran Employment Program Offices in 24 Federal agencies in March 2010.
- The development of a Government-wide Strategic Plan on Veteran recruitment and employment which was released in January 2010.
- The Veterans Employment Symposium in July 2010 which provided training to HR and hiring managers.

While the Government is experiencing a strong increase across the board in the first six months of 2010, there are some notable increases. The federal agencies that have already indicated a positive increase in veterans in the first six months as compared to FY 2009 include the Department of Treasury, the Department of Agriculture, the Department of Justice hired, and the Department of Interior.

"These employment outcomes show how seriously agencies are taking this initiative," said Assistant Secretary Jefferson. "There is still much work to do, but it's clear that the federal government is up to the task."

For additional information please visit [www.FedsHireVets.gov](http://www.FedsHireVets.gov).

Learn >>>

## The Face of a Veteran

Learn about Treasury's veterans and how they came to work for their country in both military and civilian service

Tommy Lee Green

**What Bureau/Office do you work for?**

Internal Revenue Service, W&I Service Centers Austin, TX

**What is your occupation?**

I am a Tax Examiner Clerk

**When did you join the Treasury team?**

January 19, 2010.

**What branch of the military did you serve with?**

U.S. Army

**What did you do in the military?**

11B (Infantry), 88M (Transportation)

**Tell us a little about your transition from the military back into the civilian world – and especially your transition into the federal government.**

I was planning on going into culinary arts after discharge from the army, but was told by one of my superiors about the Warrior Intern Program, so I decided to give it a try.

I remember during my interview with IRS and telling the panel that I wasn't really interested and just wanted the experience [laughs]. After we started actually training and doing [things] hands on I started to have a different outlook on the IRS. So then I sat down one day and did my pros and cons between IRS and (AI) Culinary Arts school in Austin — needless to say



the IRS won. The transition from military to civilian hasn't been too bad since both organizations have similar work ethics.

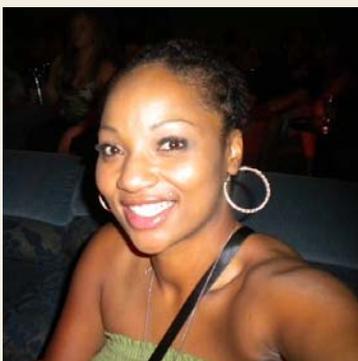
**Why did you choose Treasury and the IRS?**

Well that is quite simple, they were the ones that started this program.

Learn >>>

## The Face of a Veteran

Want to submit your own story? Answer the above questions and email them along with a picture to [Vets@do.treas.gov](mailto:Vets@do.treas.gov)



Nicole Roorda

**What Bureau/Office do you work for?**

Department of the Treasury/US Mint

**What is your occupation?**

HR Specialist, Workforce Solutions Department

**When did you join the Treasury team?**

August 2010

**What branch of the military did you serve with?**

Air Force

**What did you do in the military?**

I enlisted in 1998. At first I was Security Forces (military police-law enforcement). After deploying to Kuwait in 1999, I was injured in a plane crash and volunteered to retrain into Personnel in 2001 once I realized I could no longer keep up with the physical requirements of being an MP.

**Tell us a little about your transition from the military back into the civilian world – and especially your transition into the federal government.**

I was medical boarded in Dec 2004 and began working as a contractor for the Army on the AW2 (Army Wounded Warrior) pilot project shortly after. I was in charge of calculating benefits for injured and/or deceased soldiers and their dependents. Due to the uncertainty of the contract, I then went to work for Homeland Security and then later to NIH as a Human Resources Specialist. I don't feel as if the transition was too difficult. Due to the experience I received in the military, it helped me get into government pretty easy. The contracting experi-

ence definitely helped when it became time for me to become a full time employee because it gave me the one year of specialized experience at the grade level I was trying to apply to. The only thing I wish I would have known as I was transitioning was the fact that your resume means a great deal when you're applying to government jobs. Most people (and I was one) didn't spend enough time on their resumes. I think if the Air Force would have offered a resume writing class before I separated, it would have helped a great deal when applying to federal positions.

**Why did you choose Treasury and the Mint?**

An opportunity at the US Mint became available in their Policy Department and I applied for the position. As a HR Specialist, there are many different areas that you can work in. Policy has always been one that I've wanted to be apart of. I wanted to see what it was like being on that side of the fence. As an HR Specialist in a regular setting, you have very little input as to what gets printed in the SOP's and other regulations. And when a policy comes out, you're always saying, "why didn't they address this" or "what happens in this instance". So now when I'm drafting and/or editing policies and memos, I have the benefit of addressing what I would ask if I was the one reading the policy.

# Nationwide Outreach Success!

Written by Allison Merkley

Starting in June 2010, the Veterans' Employment Office (VEO) attended career fairs across the country in order to reach out to veterans who may be looking for or thinking of transitioning to the federal government and to the Department of the Treasury.

The Treasury's dedication to employing and supporting veterans is evident in many ways. None of these are more apparent than in the efforts of the Veterans Employment Program Office (VEO).

Utilizing networks from Veterans organizations, VA Hospitals, Treasury bureau needs, and veteran intern initiatives such as Operation Warfighter, Veterans Employment Program Manager, Ernie Beltz Jr. has toured across the country with materials and resources for veterans interested in employment in the Federal government.

The Bureau of Public Debt (BPD), Internal Revenue Service (IRS), Alcohol and Tobacco Tax and Trade Bureau (TTB), and Treasury Inspector General for Tax Administration (TIGTA) have all been key in sup-

porting the VEO's initiative through providing updated listings of job announcements, veteran internship programs, and recruiting materials.

Through October 2010, continued efforts to reach veterans will be met through attending career fairs in Georgia, Virginia, and North Carolina. These efforts to find a diverse group of candidates with a wide variety of skills, training, and experience for the Department of the Treasury will serve not only hiring managers in search of high quality candidates, but also aid the Department in its goals for hiring reform.

So far, more than 500 veterans have been reached through the summer career fairs across the United States.

## Operation Warfighter

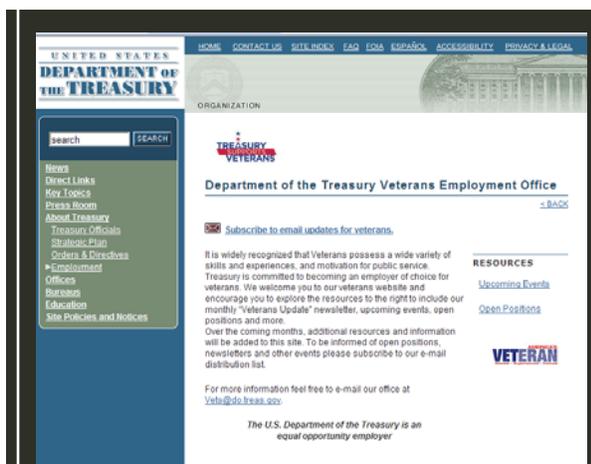
Operation Warfighter is a program designed to provide internship opportunities to service members during recovery from an injury or illness. Service members work approximately 20 hours per week at a federal agency to gain experience, help the transition process and develop new skills that can be used once they leave active duty.

We have an opportunity to not only help our service members during their recovery, but also augment our workforce with skilled and dedicated interns. To participate in this program, agencies partner with local military installations and provide positions to service members. Once a service

member is assigned to the agency, the agency will provide necessary training for the participant to be successful in their positions.

Upon completion of the program, the Veterans Employment Office will issue a completion letter documenting the number of months of experience, occupational series and grade level at which the work was conducted. This will assist the service member as they apply for positions throughout the federal government.

Your bureau can get started today! For more information or to get started, contact the Veterans Employment Office at [Vets@do.treas.gov](mailto:Vets@do.treas.gov).



Looking for more information? Check out our new website!  
[www.treasury.gov/veterans](http://www.treasury.gov/veterans)

## New "VETS" Workshop...

The Veterans Employment Office has launched a new workshop consisting of information for hiring managers, HR professionals and EEO staff.

This "VETS Workshop" (Veterans Employment, Training and Skills Workshop) will be coming to an office near you in the very near future. If you are interested in scheduling a workshop (half or full day) please contact the VEO at [Vets@do.treas.gov](mailto:Vets@do.treas.gov).

### Upcoming Workshops:

November 3, 2010 | Washington, DC  
December 16, 2010 | Ogden, UT



# Final Thoughts

*A message from the Veterans Employment Program Office*

We hope you have enjoyed the October issue of the “Veterans Update.” We look forward to expanding the content each month and featuring more veterans from the Treasury workforce. As mentioned earlier in the update, we have been on the road meeting veterans and transitioning service members from across the country — they are ready to come to work with us here at Treasury! We look forward to expanding more of our programs throughout the department and ultimately hiring more veterans to become a part of our workforce. We are happy to announce that we will be hosting the first department-wide Veterans Day celebration on Tuesday, November 9th at the Bureau of Engraving and Printing auditorium in Washington, DC.



## Treasury Veterans Day Celebration

**November 9th, 2010**

Bureau of Engraving and Printing

Washington, DC

*(More information to follow)*



**Coming Soon >>>**

*Special October Edition*

*November Issue*

*Face of a Veteran*

*Bureau Updates*

*Submit your stories to us at*

*Vets@do.treas.gov*

**AMERICA'S**  
**VETERAN**  
**Valued \* Experienced \* Trained**

**Ask the VEO >>>**

**Q:** *My bureau wants interns. How do we get started?*

*Treasury Veterans Outreach Program—a component of Operation Warfighter*

**A:** As outlined in the Treasury Veterans Operating Plan, we are committed to establishing internship opportunities within the department for transitioning service members and veterans. Several programs exist to accomplish this goal – Operation Warfighter provides transitioning wounded warriors the opportunity to gain experience working at federal agencies across the country. The Department of Veterans Affairs also provides a non-paid work experience program for veterans to gain experience in the federal government — both of these programs are at NO COST to the agency. If you are ready to get started, contact the VEO today!

*Do you have a question?  
Send it to us at  
Vets@do.treas.gov!*

