



**Homeland
Security**

Nancy H. Kichak
Associate Director
Strategic Human Resources Policy Division
U.S. Office of Personnel Management
1900 E Street, NW, Room 6500
Washington, DC 20415-9800

Dear Ms. Kichak:

Enclosed are the U.S. Department of Homeland Security's (DHS) Disabled Veterans Affirmative Action Accomplishment Report and the DHS FY 2009 DVAAP Plan Certification.

Should you have any questions, please feel free to contact Tanya Cantrell, EEO Manager at (202) 357-8181.

Sincerely,

A handwritten signature in cursive script that reads "Stephen T. Shih".

Stephen T. Shih
Deputy Officer
for Equal Employment Opportunity Programs
Office for Civil Rights and Civil Liberties

Enclosure

**Annual Disabled Veterans Affirmative Action Program (DVAAP)
Plan Certification--Fiscal Year 2009**

Please type or print clearly and return this sheet with an original signature to:

Nancy H. Kichak
Associate Director
Strategic Human Resources Policy Division
U.S. Office of Personnel Management
1900 E Street, NW, Room 6500
Washington, DC 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency

U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Equal Employment Opportunity Programs
245 Murray Lane, SW, Bldg. 410, MS-0800
Washington, DC 20528

B. Name and Title of Designated DVAAP Official (Include address, if different from above) Telephone and FAX Numbers:

Stephen T. Shih
Deputy Officer
Equal Employment Opportunity Programs
Office for Civil Rights and Civil Liberties
U.S. Department of Homeland Security
Tel. (202) 357-8251
FAX (202) 357-8341

C. Name and Title of Contact Person (Include address, if different from above) Telephone and FAX Numbers:

Tanya Cantrell
EEO Manager
Tel. (202) 357-8181
FAX (202) 357-8341

CERTIFICATION: I certify that the above named agency: (1) has a current DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP) plan and the program is being implemented as required by 38 U.S.C. § 4214, as amended, and appropriate regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a DVAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE *Steph T. Shih* DATE *Dec. 1, 2008*

**U.S. DEPARTMENT OF HOMELAND SECURITY
DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP)
ANNUAL ACCOMPLISHMENT REPORT
FY 2008**

Disabled veteran affirmative action programs (DVAAPs) are designed to promote Federal employment and advancement opportunities for qualified disabled veterans. This report is being submitted by the U.S. Department of Homeland Security (DHS) pursuant to Title 38 United States Code, Section 4214, as amended and Title 5, Code of Federal Regulations, Part 720, Subpart C, which requires Federal agencies to submit an annual report on the implementation of these sections.

The activities below demonstrate DHS' determination, perseverance and diligence to increase the recruitment, hiring, and promotion of disabled veterans. The Department is committed to fully utilizing the talents, skills and work ethic of disabled veterans in meeting the DHS mission of securing the American homeland.

During FY 2008, DHS hired 860 disabled veterans, 442 of whom were 30 percent or more disabled veterans. During FY 2007, DHS hired 703 disabled veterans, 349 of whom were 30 percent or more disabled.

Four of the nine DHS components – specifically, U.S. Coast Guard (USCG), U.S. Federal Emergency Management Agency (FEMA), U.S. Citizenship and Immigration Service (USCIS), and Federal Law Enforcement Training Center (FLETC) – met or exceeded the Federal government-wide average (6.1%) for new hires of disabled veterans.

DHS promoted 1,119 disabled veterans in FY 2008, 610 of whom were 30% or more disabled. Five DHS components (FLETC, USCG, USCIS, Immigration and Customs Enforcement (ICE), and Federal Emergency Management Agency (FEMA) – met or exceeded the government-wide average (5.5%) for promotions of disabled veterans.

1. Methods used to recruit and employ disabled veterans.

Under the leadership of the Office for Civil Rights and Civil Liberties (CRCL), DHS was among the first Federal agencies invited to participate in the pilot Operation Warfighter (OWF) Program launched in 2005. DHS remains among the most active participants, with 48 service members placed, 13 of whom were placed with the U.S. Coast Guard. OWF is a valuable pipeline for the talent, skills and abilities required by the Department to achieve its mission. One DHS success story involves an OWF, detailed temporarily to the United States Secret Service and hired the following year in a permanent position. To date, DHS has permanently hired 9 OWFs.

DHS also assisted wounded service members in their search for detail assignments and employment opportunities outside Washington, DC. For example, Customs and Border Protection (CBP) placed an OWF in Boston, Massachusetts. In another example, when an OWF – placed with the Federal Air Marshal Service in Washington, DC – became eligible to receive his outpatient care close to his home in western Pennsylvania, the Federal Air Marshal Service

retained him in their Pittsburgh field office. He reported to the Department of Defense Operation Warfighter Program: "I think it's a great opportunity for the wounded warriors coming back."

DHS was also involved in the Army's Wounded Warrior Program (WWP), which places disabled service members who served in the Iraq and Afghanistan theaters of war into temporary assignments. DHS Headquarters maintained accounts with the WWP and Marine for Life Programs to provide additional method to view job opportunities within Headquarters. A majority of DHS Components actively participated in Hiring Heroes Career Fairs nationwide, notably USCIS.

During FY 2008, DHS Components recruited from 81 outreach and recruitment events. For example, DHS officials actively participated in Transition Assistance Program sessions and career fairs at Walter Reed Army Hospital and the National Naval Medical Center to speak on DHS about our jobs and career opportunities. Also, DHS Headquarters (DHS HQ) hosted an outreach event, providing veterans and veterans with disabilities with the opportunity to meet DHS managers and to obtain information about career opportunities. DHS is an active partner in the Department of Veterans Affairs Vocational Rehabilitation & Employment (VR&E).

DHS HQ created a one-stop webpage for veterans seeking jobs in DHS. This site experienced 33,303 hits in the first six months, and contained information on the application process, job openings, as well as a "converter" tool to compare military jobs to civilian ones and an e-mail box for one-on-one assistance. Department officials spoke to over 200 veterans at DHS's first Career Fair. Future plans include the establishment of a DHS Veterans Speakers Cadre, composed of Veterans currently employed by DHS, to speak to veterans individually, in groups, and at job fairs.

DHS HQ also established a Veterans Outreach Advisory Council – composed of veterans' service organizations, including VFW, American Legion, Vietnam Veterans of America, Disabled Veterans of America and others, as well as the military branches – to provide advice on DHS outreach programs and products, with the first meeting held in November 2007. Furthermore, DHS HQ conducted two training programs for Human Resources and Equal Employment Opportunity Specialists from all DHS components:

- An enhanced training on the various Veterans preference hiring authorities, and
- Extensive training on the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

Highlights of additional recruiting activities by DHS components are as follows:

USCIS

USCIS remains strongly committed to the hiring of disabled veterans. In July 2008, the USCIS Acting Director Scharfen launched a 5-month initiative to hire severely injured service members (Traumatic Brain Injury, Missing Limbs, Post Traumatic Stress Disorder and Severe Burns). USCIS utilized the Department of Veterans Affairs Non-Paid Work Experience Program (NPWEP) to provide eligible veterans with the opportunity to obtain training and practical job

experience for possible permanent employment. All USCIS leaders have been advised of the Director's initiative to increase employment of disabled veterans, and are networking to find disabled veterans to fill vacancies.

Acting Director Scharfen and senior leadership met with the Center for the Intrepid, CFI, (the National Armed Forces Physical Rehabilitation Center) San Antonio, Texas to discuss employment opportunities for wounded soldiers. As part of the meeting, USCIS met with six severely injured soldiers and discussed their career interests, employment opportunities and location preferences. These soldiers were considered for Management Program Analyst, Mission Support Specialist, and Immigration Services Officer Positions. From the CFI, one soldier has been job offered an Immigration Services Officer, GS-9, and two others had their resumes rated and ranked for highest grades and will be offered employment. Acting Deputy Director Aytes also issued a memorandum which established a "Mandatory Twenty-Day Timelines for Making Selections in the Hiring Process" to avoid missing opportunities to hire disabled veterans due to a lengthy hiring process.

Further, Acting Director Scharfen met with the Blinded Veterans Association and discussed potential employment opportunities for blinded veterans within USCIS. Two veterans were referred for placement consideration.

USCIS developed an *Entry-Level Recruiting and Hiring Toolkit* containing information about the Federal Career Intern Program, Veteran's Authorities, and Schedule A Hiring Authority; The toolkit provided recruiters with information regarding USCIS targeted recruitment efforts; and managers with hiring flexibility strategies designed to expedite the recruitment and hiring process; and recruitment resources (i.e., brochure, briefing materials, recruitment and hiring checklist).

USCIS officials attended a briefing conducted by the Department of Veterans Affairs, on *The Coming Home to Work Initiative* and the NPWEP. The programs provided eligible veterans and service members pending medical separation from active duty with the opportunities to obtain training and practical job experience concurrently. During FY 2008, USCIS provided two service members with intern positions, and one has been hired into a permanent position.

USCIS also conducted outreach and recruitment at Hiring Heroes Resume Workshops and Career Fairs (specifically organized for injured service members and families), which provided career opportunities for wounded service members. The services members were provided information on career opportunities and special appointing authorities for veterans. USCIS managers met with several service members to explain specific vacancies within their programs, and conducted Resume Writing Sessions as part of Career Fairs. USCIS participated and assisted twenty-five wounded warriors.

ICE

ICE developed a targeted recruitment plan to hire veterans, including disabled veterans. They established a liaison with all military service Transitions Assistance Programs (TAP) offices to

publish vacancies and to educate disabled veterans on the Federal hiring process. Recruitment was conducted at: Quantico Military Base, Occoquan, VA; Camp Lejeune, Jacksonville, NC; Fort Hood, Temple, TX; Fort Bliss, El Paso County, TX; Fort Carson, CO; Fort Drum, NY; and San Francisco and Palms, CA. The ICE recruitment plan included online advertisement with the following entities: www.military.com, www.gijobs.net, www.rccruitmilitary.com and <http://carrers.mca-marines.org>; and print advertisement specifically targeting veterans with Military Times, GI Jobs, Navy Compass, and San Diego Navy Dispatch. ICE also established a Veterans Outreach Web Page that lists current openings.

ICE established a partnership with the West Point Wounded Warrior Mentor Program (WPWWMP) as an avenue for recruiting veterans, and participated in Operation Warfighter recruitment events. ICE expanded the use of the "On-the-Spot" hiring initiative at several recruitment events this fiscal year. The "On-'the-Spot' initiative was designed to shorten the recruitment, selection, and hiring time for all eligible positions. ICE brought all necessary components to career fairs, including: human resource specialists to conduct qualifications reviews and issue tentative selection letters; employees to convene interview panels and conduct immediate interviews; selecting officials; and recruiting specialists to educate potential applicants. Specifically, ICE utilized this tool to support the hiring of 150 Physical Security Specialist positions with the Federal Protective Service (FPS) and Intelligence Analysts for the Office of Intelligence, and consequently screened, interviewed and issued conditional selection letters to 32 highly qualified candidates. By the end of FY 2008, over 70 Veteran Recruitment Appointment (VRA) eligible veterans were hired, selected, or in the process of being hired.

As a Gold level sponsor to Corporate Gray, ICE participated in Corporate Gray events across the country, but specifically employed the "on-the-spot" hiring tool at career fair events held in Springfield, VA and Greenbelt, MD. This hiring tool was also used at American Heroes career events in: Tyson Corner, VA; Recruit Military in Landover, MD; Fort Hood and Fort Bliss, TX; Camp Pendleton in San Diego, and the San Diego Naval base, CA.

FEMA

FEMA hired a Diversity Recruiter to recruit a diverse workforce, including disabled veterans.

USCG

USCG disseminated its Veterans Preference In Hiring training program to 35 Human Resources Specialists and finalized their website on recruitment of disabled veterans. USCG is developing on a system to track candidates through the hiring process – from the time they respond to an advertisement or recruiting event through the automated staffing system up to the point of selection.

U.S. Secret Service

During FY 2008, the U.S. Secret Service (USSS) exhibited and/or participated in 33 job fairs and conferences that addressed the employment of disabled veterans. The Secret Service also advertised in the following magazine publications.

The USSS Recruitment Program designated a Military Program Manager with responsibility for establishing and maintaining relationships to ensure the USSS remained competitive in attracting applicants from this pool.

USSS also participated in numerous external meetings that focused on the various programs available for hiring disabled veterans in the Federal sector (i.e. Veterans Preference, Return to Work, Wounded Warrior etc.). These sessions provided descriptions of the various veteran specific programs, compared and contrasted them, and answered specific questions on appropriate use.

Furthermore, the USSS Office of Human Resources and Training hosted a two-day Recruitment and Hiring Workshop for field office and Uniformed Division recruitment representatives. This workshop provided guidance on hiring policies, reasonable accommodations, and security clearance processes, and outlined the Secret Service's hiring goals for Fiscal Years 2008-2012.

The Transportation Security Administration

The Transportation Security Administration (TSA) actively engaged in networking opportunities with more than 55 organizations to identify, recruit, and employ veterans, including disabled veterans, along with print media and on-line advertising. TSA used interagency and public networks nationwide to expand recruitment sources and to disseminate information on TSA career opportunities to veteran organizations, minority-serving institutions of higher education, and various minority and community-based organizations. In addition, TSA expanded information on their website to include a Veterans' Outreach and Employment Information section and TSA's Veterans' Employment Fact Sheet.

2. Methods used to provide or improve internal advancement opportunities for disabled veterans.

DHS components provided disabled veterans with the following advancement opportunities:

ICE

ICE conducted several career development programs, academic programs, and leadership trainings for employees. In FY 2008, employees participated in the following career development and training programs:

- ICE's Management Development Program (MDP) – one (5%) of the 20 employees who participated in the MDP program was a disabled veteran.
- ICE Fellows Program – four (19%) of the 21 employees who participated in the program were disabled veterans.
- Aspiring Leader Program (ALP) – one (20%) of the five participants was a disabled veteran.
- New Leader Program (NLP) – five (38.5%) of the participants were disabled veterans.
- Executive Leadership Program (ELP) – four (23.5%) of the participants were disabled veterans.

- Executive Potential Program (EPP) – the sole participant was a disabled veteran.
- Tuition Assistance Program (TAP) – 16 (19.5%) of the participants were disabled veterans.
- Supervisory Leadership Program (SLP) – 100 (29.5%) of the participants were disabled veterans.
- Federal Executive Institute (FEI) Leadership for a Democratic Society – none of the six participants were disabled veterans.
- DHS Fellows Program – none of the four participants were disabled veterans.
- Excellence in Government and e-Government Fellows Program – both participants were disabled veterans.
- Departmental Senior Executive Service Candidate Development Program (SES CDP) – none of the participants were disabled veterans.
- Naval Postgraduate School (NSP) Center for Homeland Defense and Security – none of the participants were disabled veterans.
- Industrial College of Armed Forces (ICAF) National Defense University (ICAF) National Defense University (NDU) – none of the participants were disabled veterans.

CPB

Of the 210 disabled veterans enrolled in CBP career development training during FY 2008, 100 (48%) were veterans with 30 percent or more compensable disabilities.

FEMA

All FEMA employees, including disabled veterans, were encouraged to participate in the FEMA's formal training programs such as: the Mentoring Program; Performance Excellence Series I & II; Performance Leadership Training for Managers/Supervisors; and other Agency leadership programs. These programs develop or enhance skills and provide career experiences which are expected to help further the career goals and promotional opportunities of employees.

FLETC

FLETC used supervisor and manager training and workshops as a vehicle to educate managers on veteran hiring authorities, including those for disabled veterans. Three disabled veterans participated in FLETC's career development programs:

- One 30% or more disabled veteran participated in the FLETC New Supervisor Training Program (FNSTP). This program provides initial in-service training to new supervisors and serves as a refresher for experienced supervisors.
- One 30% or more disabled veteran participated in the FLETC Future Leaders Program (FLP). This formal program was started in FY 2008 to prepare non-supervisors at the GS-12 and 13 levels for managerial positions.
- One disabled veteran in the FLETC Law Enforcement Leadership Institute (LELI) Program. The Institute offers leadership training courses quarterly to all managers and staff to enhance performance and improve communication effectiveness.

USCG

USCG encouraged managers to use individual development plans to identify training needs and resources for improving the internal advancement of disabled veterans. Six disabled veterans participated in formal Agency-wide Career Development Programs (a decrease from thirteen in FY 2007). Seven disabled veterans participated in formal government-wide career development programs (an increase from three in FY 2007).

In FY 2008, the USCG promoted 57 disabled veterans (8.30% of permanent promotions). Thirty-seven of these promotions involved more than 30% disabled veterans (5.39% of permanent promotions). The USCG consistently exceeds the Federal average (5.5%) for promotions of disabled veterans.

USCG is developing a system to track candidates through the hiring process from the time they respond to an advertisement or recruiting event through the automated staffing system up to the point of selection.

USSS

USSS participated in DHS's educational programs to provide employees with opportunities for professional expansion, including the Homeland Security Master's Degree Program, Homeland Security Executive Leadership Program, and the DHS Leadership Fellows Program. USSS also participated in the National Security Executive Education Program and the Department of Defense Senior Service Schools Program.

The USSS James J. Rowley Training Center, Management and Executive Development Institute (MEDI) Program, provided several mandatory in-person leadership development training courses designed specifically for managers and supervisors, including: Emerging Leaders (MEDI); Seminar for 1st Line Supervisors (MEDI); New Employee Orientation; and On-line Basics of Supervision. The MEDI course provided newly-appointed Secret Service managers training on the administrative, human resource, leadership and communication skills commensurate with their level of responsibility. The course addressed the impact of external influences upon achievement of the agency's mission.

In partnership with Johns Hopkins University, USSS provided an Executive Development Program. The second session of this two-year Executive Development Program commenced on Friday, September 7, 2007, and will conclude in May 2009. The program has a multi-disciplinary curriculum, which includes practical and theoretical management, human resources management, and leadership courses. This is an academically-rigorous program, involving a significant investment of off-duty time and scholarly initiative. Successful completion may result in conferral of a Master of Science in Management Degree by the Johns Hopkins University School of Business and Education.

USSS recently hosted a Federal government-wide program featuring the Director of the DOD CAP Program, highlighting CAP's vital role in providing accommodations to our wounded

service members, and convening a panel of representatives from disabled veterans' organizations, including the VR&E.

USSS provided a course on self-defense at the 22nd National Disabled Veterans Winter Sports Clinic in Snowmass Village, Colorado. The Clinic is an annual rehabilitation program open to U.S. military veterans with traumatic brain injuries, spinal cord injuries, orthopedic amputations, visual impairments, certain neurological problems, and other disabilities, who receive care at a Department of Veterans Affairs' medical facility or military treatment facility.

TSA

TSA offered several career-planning sessions and development tools and services to assist all employees in creating organized career plans, to help employees increase their skills in current jobs, and to help employees develop additional competencies for career advancement. On-line career planning tools included a career-planning guide, a narrated career-planning course, and detailed career path information on six critical TSA positions located at airports across the country.

The on-line career path information identified the competencies for success in each position and provided suggestions on developmental activities, online training courses, articles, books, and websites that may enhance individual skill levels. In addition, TSA's career coaching website has links to other comprehensive career planning websites and reproducible handouts on career development topics of interest to TSA employees. In FY 2008, TSA expanded its Security Officers Advancement Resources to include brief descriptions of occupations with TSA and other DHS components for consideration by the Transportation Security Officer (TSO) workforce.

The Training Division, Office of Human Capital, will develop and implement mandatory awareness training for management on the special hiring authorities to increase recruitment, hiring, retention and development of disabled veterans and veterans.

3. Description of how major operating components and field installations were monitored, reviewed and evaluated.

USCIS

The USCIS Office of Inclusion and Equal Opportunity provided USCIS senior leadership a bi-weekly New Hires Report detailing the hiring of veterans, disabled veterans and disabled employees.

FEMA

During FY 2008, FEMA conducted a review of Human Capital policies and an analysis of barriers that may impact diverse populations or impede equal access, including selection, promotion, and retention of disabled employees, and FEMA is presently developing strategies to

address identified barriers. FEMA also awarded a contract to update existing Human Capital policies, requiring a barrier analysis to be completed in FY 2009.

USCG

On a monthly basis, USCG senior management monitored, reviewed and evaluated progress in hiring disabled veterans. On a bi-monthly basis, USCG Human Resources and Civil Rights Officials discussed recruitment, hiring, and retention issues to assess program effectiveness. Also, the Office of Civilian Personnel reviewed monthly recruiting reports to note any accomplishments, trends and concerns.

USSS

USSS used its Secret Service Recruitment Program to monitor, review and evaluate field installations by designating regional representatives to submit monthly reports concerning recruitment activities. Also, the Persons with Disabilities/Disabled Veterans Special Emphasis Program Manager assessed and evaluated the hiring and advancement of disabled veterans throughout the Service.

4. An explanation of progress in implementing the affirmative action plan during the fiscal year.

Five of the nine DHS components increased their hiring of disabled veterans, while three declined and one remained unchanged from FY 2007 hiring levels. In FY 2008, TSA and USSS quadrupled their hiring of disabled veterans, while USCIS more than tripled the number of disabled veterans hired.

- **CBP** hired 291 disabled veterans, an increase of 28 above FY 2007. CBP promoted 450 disabled veterans, an increase from 345 in FY 2007. Of those promoted in FY 2008, 177 were veterans with 30% or more compensable disabilities.
- **USCIS** significantly increased their hires of disabled veterans from 50 in FY 2007 to 154 in FY 2008. USCIS promoted 194 in FY 2008, an increase from 139 in FY 2007. Of those promoted in FY 2008, 101 were veterans reporting 30% or more compensable disabilities.
- **FEMA** hired 44 disabled veterans in FY 2008, an increase of four from FY 2007. FEMA promoted 40 disabled veterans, a significant increase from 12 in FY 2007. Of those promoted in FY 2008, 20 were veterans reporting 30% or more compensable disabilities.
- **TSA** hired 149 disabled veterans in FY 2008, an increase of 36 from FY 2007. TSA promoted 273, a significant increase from 81 in FY 2007. Of those promoted in FY 2008, 146 were veterans reporting 30% or more compensable disabilities.
- **USSS** hired nine disabled veterans in FY 2008, an increase from two in FY 2007, and promoted five disabled veterans – two with 30% or more compensable disabilities.

- **ICE** remained unchanged at 94 hires for both FY 2007 and 2008. ICE promoted 266 in FY 2008, an increase from 160 in FY 2007. Of those promoted in FY 2008, 102 were veterans reporting 30% or more compensable disabilities.
- **FLETC** hired three disabled veterans in FY 2008, a significant decline from 11 in FY 2007. FLETC promoted 11 in FY 2008, a decrease from 14 in FY 2007. Of those promoted in FY 2008, four were veterans reporting 30% or more compensable disabilities.
- **DHS HQ** hired 31 disabled veterans in FY 2008, a decline from 44 in FY 2007. DHS HQ promoted 28 disabled veterans, an increase from 10 in FY 2007. Of those promoted in FY 2008, 21 were veterans reporting 30% or more compensable disabilities.
- **USCG** hired 85 disabled veterans in FY 2008, one fewer than in FY 2007. Of those promoted in FY 2008, 37 were veterans reporting 30% or more compensable disabilities.

**Department of Homeland Security
Disabled Veterans Affirmative Action Program
Outreach and Recruitment Events
FY 2008**

Events

- "Salute Our Heroes" Veterans Career Fair and Job Expo, New York City, NY
- 2008 Veteran Summit, San Antonio, TX
- 29 Palms POST, Twentynine Palms, CA
- 32nd Army Career & Alumni Program Job Fair
- 4th Annual Road to Recovery Career Fair, Orlando, FL
- Aberdeen Proving Ground, Aberdeen, MD
- Aberdeen Work Force Center Career Fair, Aberdeen, MD
- Army Career and Alumni Program (ACAP) Job Fair
- American Heroes, Tyson Comer, VA
- Anne Arundel Vocational Rehabilitation Career Fair
- Balboa Naval Medical Hospital Job Fair, San Antonio, TX
- Baltimore County Vocational Rehabilitation Career Fair
- Boiling Air Force Base POST, Washington DC
- Brooke Army Medical Center Job Fair, San Antonio, TX
- Camp Lejeune Information Session, Camp Lejeune, NC
- Camp Lejeune Job Fair, Camp Lejeune, NC
- Camp Lejeune Police Officer Selection Test (POST), Camp Lejeune, NC
- Camp Pendleton Military Base Career Fair, Camp Pendleton, CA
- Camp Pendleton POST, Camp Pendleton, CA
- Corporate Gray Career Fair, Greenbelt, MD; Corporate Gray Career Fair, Arlington, VA; Corporate Gray Career Fair, Springfield, VA; Corporate Gray Career Fair, Virginia Beach, VA
- DHS Open House – Connecting with Your Future, Washington, DC
- Disability and Special Needs Technical Assistance Training Conference, Disability Career Fair, New York City, NY
- Disabled Veterans Job Fair, Newark, NJ
- DOD Hiring Heroes Career Fair, Ft. Dix, NJ; Fort Riley KS; San Antonio, TX; San Diego, CA; Walter Reed Army Medical Center, Washington, DC; and DOD Hiring Heroes Career Fair, Fort Lewis, WA
- Dover Air Force Base Job Fair, Dover AFB, DE
- Evans Army Medical Hospital Job Fair, Fort Carson, CO
- Fort Bliss Army Air Base Transition Assistance Program, Fort Bliss, TX
- Fort Bragg Job Fair. Fort Bragg, NC
- Fort Carson Army Career & Alumni Program (ACAP) Job Fair, Fort Carson, CO
- Fort Drum Military Job Fair, Fort Drum, NY
- Fort Gordon Veterans Job Fair, Fort Gordon, GA
- Fort Hood Job Fair. Fort Hood, TX

- Fort Knox Job Fair, Fort Knox, KY
- Fort McPherson Employee Assistance Job Fair, Fort McPherson, GA
- Fort Meade Technical Job Fair, Fort Meade, MD
- Fort Meade Veterans Job Fair, Fort Meade, MD
- Fort Sam Houston, San Antonio, TX
- Ft. George Meade Community Job Fair, Fort Meade, MD
- Honor a Hero – Hire a Vet job Fair
- Iraqi War veteran in the Miami Office of Field Operations, Miami, FL
- Joint Services Open House, Andrews AFB, MD
- Kings Bay Job Fair, Kings Bay, GA
- League of United Latin American Citizens (LULAC) Veterans Summit, Orlando, FL
- Military Officers Association America Career Fair (MOAA), Washington, DC
- Military Stars Career Expo, Washington, DC
- National Counterterrorism Center Wounded Warrior Career Fair, Rosslyn, VA
- National Naval Medical Center POST, Bethesda, MD
- Navy Counselor Association Symposium, San Bernadino, CA
- Operation WarFighter, Walter Reed Army Medical Center -Washington, DC
- Operation WarFighter, Ft Meade, MD
- Police Officer Selection Test, Anacostia Annex, Washington, DC
- Recruit Military, Landover, MD; Recruit Military, Fort Hood, TX; Recruit Military, Fort Bliss, TX; Recruit Military, Camp Pendleton, San Diego, CA; and Recruit Military, San Diego Naval Base, San Diego, CA
- Road to Recovery Wounded Warrior Event, Orlando, FL
- San Antonio Military Community Career Fair, San Antonio, TX
- San Diego Naval Station Career Fair, San Diego, CA
- Security Clearance Expo
- Technical Assistance and Transition Workshop, Myrtle Beach, SC
- The Chula Vista Station Community Relations Unit
- TRI-base Job Fair, Jacksonville, FL
- Uniformed Division POST, Quantico, VA
- Veterans Administration Workshop, Washington, DC
- Veterans Welcome Home Job Fair
- Virginia Employment Commission & American Legion Post 177 Veterans Career Fair, Fairfax, VA
- Walter Reed Army Medical Center Career Fair, Washington, DC
- World Congress and Expo on Disabilities, Washington, DC
- Wounded Soldiers Career Fair, Atlanta, GA; Dallas, TX; Regiment Career Fair, Camp Lejune, NC

Publications

- Alloy Media and Marketing
- Barstow Log
- Beacon
- Blackhills Patriot
- Buckley Guardian
- Careers In the DisAbled Magazine
- Colorado Springs Military Newspaper
- Dallas Morning News
- Desert Lightening News
- Flight Jacket
- Front Range Guardian
- GI Jobs
- Hawaii Army Weekly
- Hawaii Marine
- Hill Top Times
- Hispanic Business
- HRR Hispanic Recruiter Review Newsletter
- Jarboe Printing
- Latina Magazine
- Military Media, Inc.
- Military Newspaper of Virginia
- Military Times
- Navy Compass
- Navy Dispatch
- Northern Sentinel
- NY Times
- Pentagon-Pentagon
- San Diego Navy Dispatch
- Seattle Times Newspaper
- Stars & Stripes – German Zone
- The Flagship
- Thunderbolt
- Warren Sentinel

Web Sites

- CA HirePatriots.com
- Carrers.mca-marines.org
- Corporate Gray/Competitive Edge Services, Inc.
- gijobs.net
- Hire Vets First
- Hotjobs.com

- [Las Culturas.com](#)
- [Lat Pro](#)
- [Latinos for Hire](#)
- [Military Stars](#)
- [Military.com](#)
- [military.com](#)
- [MOAA.org](#)
- [recruitmilitary.com](#)
- [taoline.com](#)
- [Womenforhire.com](#)