Veterans Employment: Regulations & Implications (VEVRAA)

Rita Bowden
Manager of Recruitment & Workforce Planning
rbowden@tamu.edu
979.862.1015
employees.tamu.edu
Federal regulations effective March 2014
Changes focused on data collection of veteran and disabled status
Outreach activities must be tracked and evaluated for effectiveness
Important for HR Liaisons to be aware of the requirements
Data Collection

- **Applicants pre-offer:** added to PATH December 2014
- **Post-offer:** required federal form added to Employee Personal Data form (HR 181)
  - Disability information is confidential (need to know basis), but not confidential medical information
- **Current employees:** email from the A&M System Office requesting employees to complete answers in HRConnect
Impact

- Each applicant is reminded every time an application is submitted of the ability to request accommodations.
- May see an uptick in requests for accommodations.
  - Be prepared to document requests and outcomes.
Outreach

Recruitment & Workforce Planning has extended outreach efforts

• VETS Hiring event (Austin, April 2015)
• Online/virtual career fair for individuals with disabilities (sponsored by gettinghired.com, April 2015)
• Open communication with local Texas Veterans Commission representative
State legislation for veteran preference

- Change definitions and qualifications
- New hiring order priority
- Interview and hiring goals
- Establish a Veteran’s Liaison role (not clear at this time at what level)

Coming soon
Final Thoughts

1. Reporting is required
2. Accommodation requests may rise
3. Outreach increased
4. More changes to come, stay tuned!

For questions regarding accommodations, please contact:
- Recruitment & Workforce Planning (applicants) 
  jobpath@tamu.edu or 979.845.5154
- Policy & Practice Review (employees) 
  hrpolicy@tamu.edu or 979.862.3331
We’re here for you!

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