



Summary of the Joint Evaluation of the Implementation of the *Veterans Hiring Act*

The *Veterans Hiring Act* amended the *Public Service Employment Act* in 2015 to help veterans and eligible Canadian Armed Forces members find federal public service jobs through 3 provisions: priority, preference and mobility.

Purpose of the *Veterans Hiring Act*

- To provide more opportunities for veterans and eligible Canadian Armed Forces members to find federal public service jobs
- To allow the federal public service to benefit from the skills and competencies acquired in military training and experience

Evaluation context

The Public Service Commission and Veterans Affairs Canada worked with the Department of National Defence and the Canadian Armed Forces to evaluate the implementation of the *Veterans Hiring Act* across the federal public service.

Evaluation objective

The goal was to assess and report on the relevance, effectiveness, and efficiency of the *Veterans Hiring Act*, focusing on awareness and support, and appointments. The evaluation provides a neutral, independent view on how the Act is operating and performing.

Key findings

- Federal public service -wide initiatives supporting the implementation of *Veterans Hiring Act* are relevant and support government priorities.
- More work is needed to increase awareness across the federal public service about the Act's provisions and the value that veterans bring to the workplace.
- A coordinated approach is needed to fully achieve the benefits of the Act. This includes setting up a structure to manage the implementation of the Act, and to outline the support provided to stakeholders.
- Veterans and eligible Canadian Armed Forces members face barriers to finding public service jobs. These barriers include a lack of understanding and knowledge of:
 - *Veterans Hiring Act* provisions
 - available support
 - federal public service job opportunities
 - how their military expertise and competencies line up with federal public service occupational classifications
- Veterans and Canadian Armed Forces members who got jobs through priority entitlements believe that their skills and competencies are being used, and that their managers and supervisors appreciate the talents they bring to their jobs and teams.

Recommendations

The Public Service Commission of Canada, Veterans Affairs Canada, the Department of National Defence and the Canadian Armed Forces should:

#1

Develop an integrated approach to facilitate the understanding and implementation of *Veterans Hiring Act* provisions across the federal public service

#2

Develop an integrated awareness and communications strategy to provide veterans, Canadian Armed Forces members, and Veterans Affairs Canada and Canadian Armed Forces front line service delivery employees with timely and appropriate information on the *Veterans Hiring Act* provisions

#3

Work together to increase awareness of the *Veterans Hiring Act* provisions for public service hiring managers and human resource advisors

#4

Collaborate to explore how military skills and experience could be recognized by the federal public service to support better hiring outcomes



Overall results

Key Points

Between July 1, 2015, and March 31, 2019, 1 667 appointments were made into the federal public service through the 3 *Veterans Hiring Act* provisions (priority, preference and mobility).

- ◆ 799 appointments were made through the priority provision. Of these, 437 veterans benefitted from their statutory and regulatory priority entitlements to obtain federal public service jobs.
- ◆ 359 veterans were appointed through the preference provision.
- ◆ 509 Canadian Armed Forces members and veterans were hired through the mobility provision.

Top 5 hiring departments

TOTAL VHA HIRES AS OF MARCH 31, 2019

| | |
|----------------------------------------------------|-----|
| National Defence Canada (public service employees) | 60% |
| Fisheries and Oceans Canada | 5% |
| Employment and Social Development Canada | 4% |
| Public Service and Procurement Canada | 4% |
| Veterans Affairs Canada | 3% |

Since July 2015, the number of veterans and eligible Canadian Armed Forces members applying to internal and external staffing processes has been increasing.

Most preference (75%) and mobility (54%) appointments have been made outside of the National Capital Region.

The Canada Revenue Agency hired 34 veterans under the priority provision.

Women make up 20% of all *Veterans Hiring Act* hires.