



# **CITY OF CAPE CORAL, FLORIDA**

## **VETERANS' RECRUITMENT PLAN**

### **INTRODUCTION**

The City of Cape Coral (the "City") is committed to successfully recruiting and onboarding talented and skilled veterans into the City's workforce. The City recognizes the extensive training, experience, and transferable skills gained through military service.

### **PURPOSE**

The purpose of the City of Cape Coral's Veterans' Recruitment Plan is to encourage individuals eligible for veterans' preference, in accordance with Section 295.07 et seq., Florida Statutes, to seek employment opportunities with the City. This plan is designed to meet the City's recruitment goals as required by Section 295.07(6)(a), F.S., and increase the awareness among veterans of the employment opportunities within the City's workforce. This plan includes goals for October 1, 2025 - September 30, 2026.

### **PLAN GOALS**

The following recruitment goals have been established by City of Cape Coral with the intent to increase veterans' awareness of employment opportunities within the City, as well as assisting veterans with the successful navigation of the general recruiting and onboarding process within the City.

1. The City's goal is to participate in at least one (1) job fair per fiscal year targeted for hiring veterans hosted by public or private organizations that provide or support employment services to veterans or those eligible for veterans' preference as described in Section 295.07 et seq., F.S.
2. To expand veteran access to City job vacancies, the City will advertise employment opportunities on its website, [www.capecoral.gov](http://www.capecoral.gov), and various veteran specific job boards. The City will also partner with the American Job Center to reach more veterans and will also provide information on employment opportunities to the Fort Myers Vet Center (a division of the U.S. Department of Veterans Affairs Readjustment Counseling Service).
3. The City's recruitment application will provide notice of its support for veteran applicants by stating that *"The City values the service of veterans to our country, supports recruitment of veterans, and veterans' preference will be given in accordance with Chapter 295 of the Florida Statutes for those who meet the minimum requirements of the position."*