



VA Veterans Onboarding Program

Overview Talking Points

- The Department of Veterans Affairs (VA) values the Veterans and Military Service Members who have chosen to continue their public service as federal employees.
- To ensure that these new employees have the skills and support they need to thrive at VA, the Veteran Employment Services Office (VESO) is launching a comprehensive onboarding program.
- The VA Veterans Onboarding Program is a talent management tool that enables Veterans and Military Service Members to successfully transition to the federal civilian service.
- This program begins when a job offer is accepted and continues over several months as the new employee is introduced to VA's mission, vision and values and becomes socialized to the Department's culture.
- Through onboarding, employees will more fully understand and feel connected to the VA's organizational strategy and culture.
- The measure of success for the *VA for Vets* onboarding program is fully engaged and productive Veteran employees who build long-term VA careers, feeling valued and recognized for their contributions to the team.

