



Memorandum

Date: February 12, 2025

To: Mayor Christi Fraga
Vice Mayor Maureen Porras
Councilwoman Digna Cabral
Councilwoman Nicole Reinoso

From: Councilman Rafael Pineyro

Subject: **Veterans Employment Support and Outreach Initiative**

Introduction

Following discussions surrounding the city's ongoing commitment to supporting veterans, I have met with the City Manager and Human Resources to identify ways to strengthen efforts in supporting veterans through the city's application process. The proposal aims to improve the accessibility and visibility of employment opportunities for veterans, ensuring they have the resources and guidance needed to transition successfully into civilian roles.

Background

The City of Doral has a longstanding historical connection to veterans, being the home of U.S. Southern Command and a growing population of former servicemembers who choose to make Doral their permanent home. While Doral has consistently encouraged the employment of veterans, it has come to Councilman Pineyro's attention that there is a need for more robust support, particularly in helping veterans navigate the application process. In response, Councilman Pineyro proposes a partnership with U.S. Southern Command to create a direct pipeline for veteran applicants, offering support in translating military experience into civilian job qualifications.

Furthermore, I have suggested that the Human Resources Department host Veteran Application Workshops to provide veterans with the tools and guidance needed for successful applications. These workshops would help structure resumes and applications, ensuring veterans are prepared for the civilian workforce.

Fiscal Impact

Costs related to the creation and promotion of workshops, including any partnerships, marketing efforts, will be assessed by the City Manager's Office and Public Affairs Department. The full fiscal impact will be determined after the workshops' scope and schedule are defined.

Recommendation

I seek your support in moving forward with the following actions:

- Establishing a partnership with U.S. Southern Command to provide a direct pipeline for veteran applicants.
- Organizing Veteran Application Workshops to assist veterans in structuring and applying their military skills to civilian roles, with recurring seminars depending on community interest.
- Launching a social media and marketing campaign led by the Public Affairs Department to raise awareness of the resources available to veterans, including a promotional video and interactive social media posts.

These efforts aim to enhance the visibility of veteran resources, making it easier for veterans to transition into civilian roles and ensuring they have access to opportunities within the City of Doral. Your support is essential in ensuring the success of this initiative, which will ultimately contribute to improving the quality of life for veterans in our community.

Links:

- Human Resources Page: <https://www.cityofdoral.com/Departments/Human-Resources>
- Why Doral/ Page: <https://doralfl.attract.neogov.com/p/humanresources>
- Veterans Preference Page: <https://doralfl.attract.neogov.com/p/vp>