

# Special Hiring Authorities for Veterans

Gwendolyn Brooks-Davidson, Supervisory HR Specialist

You are here

We are here  
to help you  
achieve  
your goals



# Agenda

- **Non-Competitive** Appointment
  - Veterans' Recruitment Appointment (VRA)
  - 30% or More Disabled Veteran
  - Disabled Veterans Enrolled in a VA Training Program
  - Schedule A
- **Competitive** Appointment
  - Veterans' Employment Opportunity Act of 1998, as amended (VEOA)

# Non-competitive and Competitive

## Two Types of Hiring Processes

- **Non-competitive**
  - ❑ Agencies use a special authority to hire persons without requiring them to compete for the job.
- **Competitive**
  - ❑ Applicants compete with each other through a structured process.

# Veterans' Recruitment Appointment

- Appoint eligible veterans without competition, eligible if:
  - Campaign badge for service during a war or in a campaign/expedition **OR**
  - Disabled veteran **OR**
  - Armed Forces Service Medal for participation in a military operation **OR**
  - Recently separated veteran (within the last 3 years) **AND**
  - Separated under honorable conditions (honorable or general discharge)
- Excepted service appointment
- Up to and including GS-11 or equivalent
- Complete 2 years, conversion to competitive service
- No limit to number of times can apply under VRA
- No vacancy announcement required



# 30% or More Disabled Veteran

- 30% or more service-connected disability, eligible if:
  - Retired from active service, service-connected disability rating of 30% or more **OR**
  - VA rating with a compensable service-connected disability of 30% or more
- No grade level restriction
- Permanent basis - 1<sup>st</sup> placed on a time limited appointment of at least 60 days then conversion to permanent appointment at management's discretion
- Temporary basis - not eligible for conversion to permanent appointment
- No vacancy announcement required

# Disabled Veterans Enrolled in a VA Training Program

- Eligible for training under VA vocational rehabilitation program, you may:
  - Enroll for training under terms of agreement between the agency and VA
  - Not a Federal employee but a beneficiary of the VA
- Training tailored to the individual's needs and goals – no set length
- Prepares veteran for ***eventual appointment***, agency ensures that training will enable the veteran to meet qualification requirements for the position
- Successful completion, issued a Certificate of Training showing the occupational series and grade level of the position for which trained
- Certificate of Training allows any agency to appoint the veteran non-competitively, may be converted to career or career-conditional at any time

38 U.S.C. chapter 31; 5 CFR 3.1 and 315.604

# Schedule A

- Not specifically for veterans - for all people with disabilities
- Excepted authority to appoint eligible veterans who have a severe physical, psychological, or intellectual disability
  - ❑ Proof of your disability from any licensed medical professional, a licensed vocational rehabilitation specialist, or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits
- Any grade level, for any job (time-limited or permanent)
- After 2 years, eligible for conversion to competitive service
- No limit to the number of times you can apply under this authority



# Veterans' Employment Opportunity Act

- Only used when filling permanent, **competitive** service positions
- **Apply** to announcements open to "status" candidates which means current competitive service employees, eligible if:
  - Latest discharge issued under honorable conditions (honorable or general discharge) **AND** you must be either:
    - a preference eligible [defined in title 5 U.S.C. 2108(3)], **OR**
    - a veteran who substantially completed 3 or more years of active service
- When agencies recruit from outside their own workforce, announcements must state VEOA is applicable
- Rate and rank among the best qualified when compared to current employee applicants in order to be considered for appointment
- Does not apply to internal agency actions such as promotions, transfers, reassignments, and reinstatements

Retrieved from <https://www.fedshirevets.gov/job/shav/index.aspx>



Questions?

