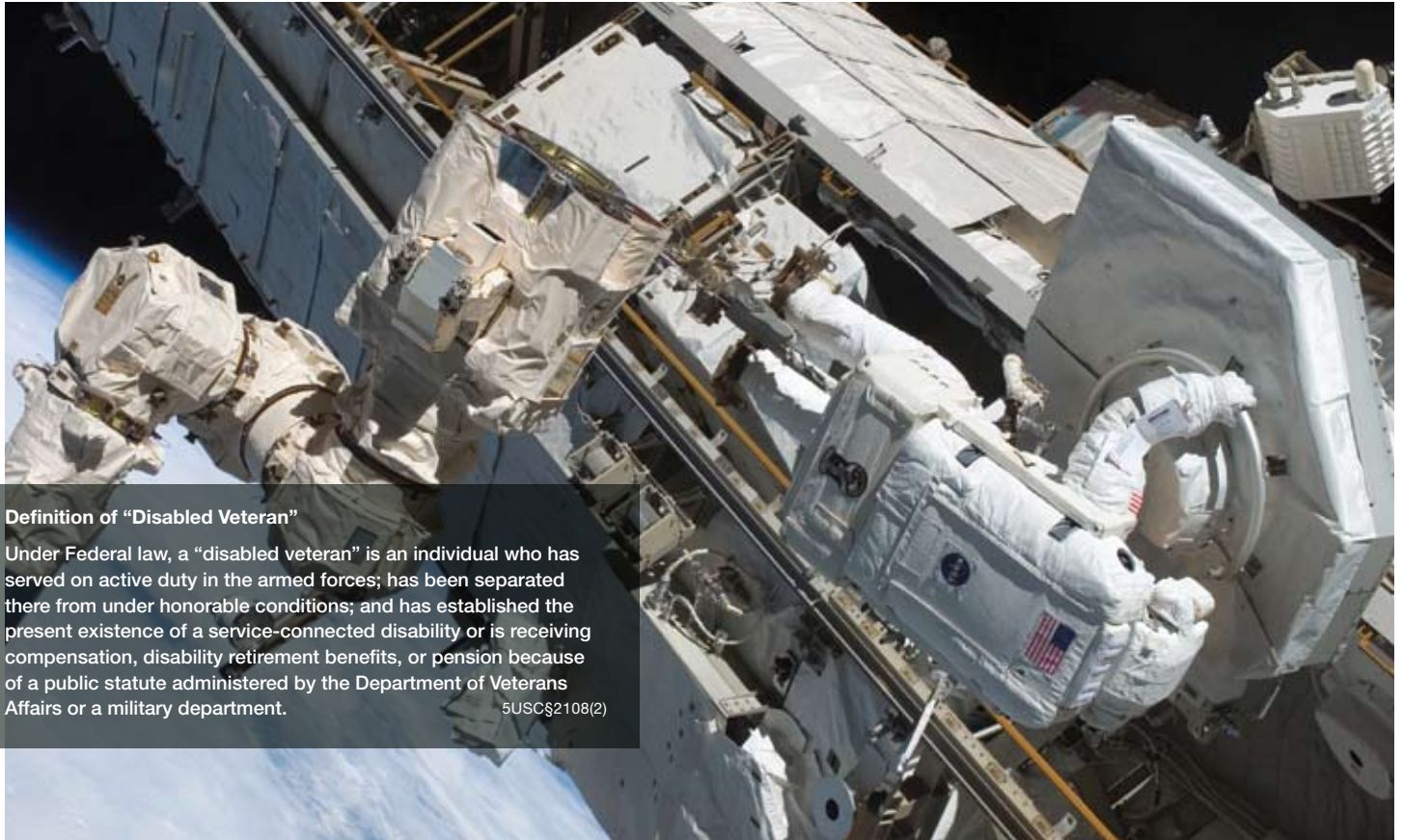




FROM SERVICE TO
THEIR COUNTRY...TO SERVICE FOR NASA



Definition of “Disabled Veteran”

Under Federal law, a “disabled veteran” is an individual who has served on active duty in the armed forces; has been separated there from under honorable conditions; and has established the present existence of a service-connected disability or is receiving compensation, disability retirement benefits, or pension because of a public statute administered by the Department of Veterans Affairs or a military department.

5USC§2108(2)



“The willingness with which our young people are likely to serve in any war, no matter how justified, shall be directly proportional to how they perceive veterans of early wars were treated and appreciated by our Nation.”

PRESIDENT GEORGE WASHINGTON

The NASA Disabled Veterans Program

The NASA Disabled Veterans Program is an affirmative employment program for the recruitment, hiring, and advancement of disabled veterans. NASA, along with most other Federal departments and agencies, develops an annual Disabled Veterans Affirmative Action Program (DVAAP) Plan describing efforts to promote the maximum employment and job advancement opportunities for disabled veterans, as well as certain veterans of the Vietnam era and of the post-Vietnam era who are qualified for such employment and advancement.

Advancing Employment and Economic Opportunities for Disabled Veterans at NASA

NASA's efforts in advancing employment opportunities for disabled veterans are Agencywide in scope. Through influence leadership and outcomes-oriented action, Agency Disabled Veterans Program Managers (DVPM) at NASA Headquarters and each of the 10 NASA Centers work in collaboration with NASA managers and supervisors. These efforts are focused on increasing the number of disabled veterans in the NASA workforce and raising levels of education and awareness regarding individuals with disabilities in the fields of science, technology, engineering, and mathematics.

Managers and supervisors are encouraged to ensure that all members of their organizations participate in training and other education and awareness activities regarding individuals with disabilities in the workplace. In addition, managers and supervisors are informed regularly about available resources, such as the Computer/Electronic Accommodations Program (CAP). CAP is available under an inter-Agency agreement between NASA and the Department of Defense to provide assistive technology at no cost to the Agency for individuals with disabilities, including disabled veterans.

Managers and supervisors are also kept informed of hiring flexibilities, such as special appointing authorities available for disabled veterans and procurement opportunities available for service-disabled, veterans-owned businesses. These include:

Veterans' Recruitment Appointment (VRA)

Disabled Veterans are eligible for a VRA, a special hiring authority under which agencies may appoint an eligible veteran without competition. The candidates do not have to be on a list of eligibles, but must meet the minimum requirements for the positions being filled.

VRA appointees initially are hired for a 2-year period and are in the excepted service. After 2 years of substantially continuous service under a VRA appointment, provided performance has been satisfactory, a VRA may be converted to the competitive service, i.e., a permanent appointment. (Note, however, that a veteran may be employed without competition on a temporary or term appointment based on VRA eligibility. Such an appointment is not a VRA appointment and does not lead to conversion to a permanent position.) NASA can use the VRA authority to fill white collar positions up through GS-11.

There are no minimum service requirements, but the individuals must have served on active duty, not active duty training.

Noncompetitive Appointments for 30-Percent or More Disabled Veterans

NASA has the authority, by law, to offer noncompetitive appointments to any veteran who has a service-connected disability of 30 percent or more. Like the VRA, this authority is discretionary. To be eligible, an individual must be a disabled veteran who has a compensable service-connected disability of 30 percent or more. The disability must be officially documented by the Department of Defense or the Department of Veterans Affairs. This authority covers all grade levels and occupations. The 30-percent-disabled veteran must meet all qualification requirements for any position to which he or she is appointed.

Service-Disabled Veterans' Businesses

Under the Small Business Act, the Federal government seeks at least 3 percent participation by service-disabled veterans' businesses in Federal contracting. NASA's contracting officers are authorized under the law to reserve certain procurements for service-disabled veterans' businesses.

In addition, Federal policy in Presidential Executive Orders furthers supports efforts to increase employment and economic opportunities for individuals with disabilities in the Federal government, including disabled veterans. These include:

Executive Order 13078—Increasing Employment of Adults with Disabilities (increasing to a rate that is as close as possible to the employment rate of the general adult population and supporting the goals articulated in the findings and purpose section of the Americans with Disabilities Act of 1990).

Executive Order 13163—Increasing the Opportunity for Individuals with Disabilities to be Employed in the Federal Government (promoting an increase in employment opportunities for individuals with disabilities at all levels and occupations of the Federal government and supporting the goals articulated in section 501 of the Rehabilitation Act of 1973).

Executive Order 13360—Service-Disabled Veterans (strengthening opportunities in Federal contracting for service-disabled veteran businesses).

To learn more about employment opportunities at NASA, contact:

Ames Research Center

Human Resources Division
Telephone: (650) 604-5776
Fax: (650) 604-3622

<http://www.arc.nasa.gov>

Dryden Flight Research Center

Human Resources Management
and Development
Telephone: (661) 276-5048
Fax: (661) 276-2276

<http://www.dfrc.nasa.gov>

Glenn Research Center

Office of Human Resources & Workforce Planning
Telephone: (216) 433-2515
Fax: (216) 433-8936

<http://www.grc.nasa.gov>

Goddard Space Flight Center

Office of Human Resources
Telephone: (301) 286-5025
Fax: (301) 286-0205

<http://www.gfsc.nasa.gov>

Headquarters

Human Resources Management Division
Telephone: (202) 358-1998
Fax: (202) 358-3493

<http://www.hq.nasa.gov>

Johnson Space Center

Office of Human Resources
Telephone: (281) 483-6251
Fax: (281) 483-2543

<http://www.jsc.nasa.gov>

Kennedy Space Center

Human Resources Office
Telephone: (321) 867- 3495
Fax: (321) 867-2454

<http://www.ksc.nasa.gov>

Langley Research Center

Office of Human Resources
Telephone: (757) 864-2953
Fax: (757) 864-8813

<http://www.larc.nasa.gov>

Marshall Space Flight Center

Office of Human Capital
Telephone: (256) 544-7491
Fax: (256) 544-2610

<http://www.msfc.nasa.gov>

Stennis Space Center

Office of Human Capital
Telephone: (228) 688-2337
Fax: (228) 688-1777

<http://www.ssc.nasa.gov>

NASA Shared Services Center

Telephone: (228) 813-6079
Fax: (228) 813-6802

<http://www.nssc.nasa.gov>

More information regarding the NASA Disabled Veterans Program may be obtained by visiting:

<http://www.hq.nasa.gov/office/codeee/>

<http://www.osdbu.nasa.gov/>

More information regarding Federal Disabled Veterans Programs may be obtained by visiting:

U.S. Department of Veterans Affairs <http://www.va.gov>

U.S. Office of Personnel Management <http://www.opm.gov/veterans/>

America's Service Locator <http://www.servicelocator.org>



NASA Office of Diversity
and Equal Opportunity
Agency Disabled Veterans
Program Brochure