



Hiring Preferences and Vocational Assistance for Disabled Veterans



10-Point Compensable Disability Preference

Through Veterans' Preference, some former military personnel may receive special consideration when applying for federal jobs. A Veteran who served at any time and who has a compensable service-connected disability rating of at least 10 percent but less than 30 percent receives an additional ten points added to the passing examination score or rating. Eligibility requirements for Veterans' Preference include:

- ▲ Be honorably or generally discharged
- ▲ Rank below major or lieutenant commander, or be disabled at any rank
- ▲ Guard and reserve personnel on active duty for training purposes are not eligible

To pursue the 10-point preference, Veterans must submit:

- ▲ Form DD214, Certificate of Release of Discharge from Active Duty to show honorable or general discharge
- ▲ Form SF-15, Application for 10-Point Veterans' Preference
- ▲ Letter from VA Regional Office indicating the Veteran's disability rating

10-Point 30 percent Compensable Disability Preference

Ten points are added to the passing examination

The federal government recognizes the sacrifices disabled Veterans have made to protect the nation and understands that they deserve hiring preference for federal jobs. Through a variety of hiring authorities and vocational programs, Veterans are eligible for job assistance that helps them get hired by federal agencies throughout the U.S. government.

This fact sheet provides disabled Veterans with information about obtaining preference for federal jobs and receiving vocational rehabilitation services from the Department of Veterans Affairs.

score of a Veteran who served at any time and who has a compensable service-connected disability of 30 percent or more.

Special Appointing Authorities for Veterans – Veterans' Recruitment Appointment (VRA) Authority

Veterans' Recruitment Appointment (VRA) allows agencies to hire Veterans non-competitively if they separated under honorable conditions (honorable or general discharge) and meet any or the following qualifications:

- ▲ Are a disabled Veteran
- ▲ Have a campaign badge for service during a war or in a campaign or expedition
- ▲ Have an Armed Forces Service Medal from a military operation
- ▲ Separated from service within the last three years

Under this authority, Veterans may be hired at any grade level through GS-11 or equivalent. Veterans' Preference appointees are hired under excepted appointments to positions that are otherwise in the competitive service. Veterans must be converted to career or career-conditional appointments as appropriate after two years of satisfactory service. VRA can also be used to fill temporary or term positions, in which case the Veteran would not be converted to competitive service.

30 Percent or More Disabled Veteran

An agency may give a non-competitive temporary appointment of more than 60 days or a term appointment to any Veteran. The appointee must meet all qualification requirements, including any written test requirements. Veterans are eligible for 30 Percent or More Disabled Veteran hiring authority if they either:

- ▲ Retire from active military with a 30 percent or more service-connected disability rating, or
- ▲ Have a Department of Veterans Affairs rating since 1991 or later showing a compensable service-connected disability of 30 percent or more

There is no grade level limitation for this authority, but the appointee must meet all qualification requirements, including any written test requirement. The agency may convert the employee, without a break in service, to a career or career-conditional appointment at any time during the employee's temporary or term appointment.

Disabled Veterans Enrolled in a VA Training Program

Disabled Veterans eligible for training under the VA vocational rehabilitation program may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. While enrolled in the VA program, the Veteran is not a federal employee for most purposes but is a beneficiary of the VA.

Training is tailored to the individual's needs and goals, so there is no set length. If the training is intended to prepare the individual for eventual appointment in the agency rather than just provide work experience, the agency must ensure that the training will enable the Veteran to meet the qualification requirements for the position.

Upon successful completion of training or work experience, the host agency and VA give the Veteran a Certificate of Training showing the occupational series and grade level of the position for which he or she trained. The Certificate of Training allows any agency to appoint the veteran non-competitively under a status quo appointment which may be converted to career or career-conditional at any time trained.

Schedule A Appointing Authority

The Schedule A Appointing Authority applies to all people with disabilities, so agencies use it to appoint Veterans with severe physical, psychological

or intellectual disabilities. Agencies may use this authority for appointments at any grade level and for any job for which the Veteran is qualified. Veterans must have proof of their disability and a certification of job readiness from either:

- ▲ A licensed medical professional
- ▲ A licensed vocational rehabilitation specialist, or
- ▲ Any federal or state agency that issues or provides disability benefits

Vocational Rehabilitation and Employment (VR&E)

The Vocational Rehabilitation and Employment (VR&E) VetSuccess Program assists Veterans with service-connected disabilities to prepare them for finding and keeping suitable jobs. VetSuccess offers a range of services, such as:

- ▲ Comprehensive rehabilitation evaluation to determine abilities, skills and interests for employment
- ▲ Vocational counseling and rehabilitation planning for employment services
- ▲ Job training, job search skills, resume development, work readiness assistance
- ▲ Job accommodations
- ▲ On-the-job training, apprenticeships and non-paid work experiences
- ▲ Post-secondary training at a college or vocational, technical or business school
- ▲ Supportive rehabilitation services such as case management counseling and medical referrals

To be eligible for assistance, Veterans must apply and have received or will receive a discharge that is other than dishonorable. They must have a service-connected disability rating of at least 10 percent or a memorandum rating of 20 percent or more. VetSuccess services may be used for 12 years from whichever is later:

- ▲ Date of separation from active military service
- ▲ Date first notified by VA of a service-connected disability rating

The basic period of eligibility may be extended if a Vocational Rehabilitation Counselor determines that a Veteran has a serious employment handicap.