



## Federal Career Search for Women Veterans



According to the VA Center for Women Veterans, there are over 1.8 million women Veterans in America today. Looking at the composition of today's generation of Veterans (the "Post 9/11" era), women now make up between 5 and 25 percent of the total armed forces, including the services (Army, Navy, Air Force and Marine Corps) and the sub components (Active Duty, National Guard and Reserve). The exact number varies by service and component, with the highest percentage of women being found in the Air Force and the Reserve component.

As a newly discharged woman Veteran, finding a job in the civilian marketplace is often a difficult process filled with many potential challenges. Apparent gender-based pay gaps in certain labor markets\*, and differences between military skill sets and civilian workforce requirements can create roadblocks to employment within the private sector. Federal employment, and – more specifically – employment in the Department of Veterans Affairs (VA), offers a compelling alternative.

### 1. What group at VA primarily assists women Veterans?

- ▲ The primary point of contact at VA is [The Center for Women Veterans](#), which was established by Congress in November 1994 by P.L. 103-446.
  - Women Veterans Program Managers are located in each VA health care facility to assist women Veterans

- Women Veterans Coordinators are located in each VA regional office
- State Women Veterans Coordinators are located in almost all states

### 2. Where can I access employment options and job openings for women Veterans?

- ▲ Some job websites for Veterans include the following:
  - [MyCareer@VA](#)
  - [FedsHireVets](#)
  - [VA for VETS](#)
  - [Department of Labor Veterans](#)
  - [Office of Personnel Management](#)
  - [America's Job Bank](#)
- ▲ You can also research job opportunities through:
  - [VA National Jobs](#)
  - [Monster.com](#)



### 3. As a newly discharged woman Veteran, where can I get training, employment and other career-transition-related services (e.g., interview and networking skills, job transition training)?

- ▲ [Feds Hire Vets – Information for Veterans](#)
- ▲ [Department of Labor – Veterans' Employment & Training](#)
- ▲ [Moving Forward with Confidence: Pursuing a New Job](#)
- ▲ [Interviewing For Success](#)
- ▲ [Professional Networking in the Federal Government](#)
- ▲ [Tips for Service Members Transitioning to Federal Civilian Careers](#)



### 4. What other services are available to assist me with my transition to the civilian workforce?

- ▲ The Department of Labor (DOL) offers job-search assistance that is specialized for Veterans. In particular, the Women's Bureau within the DOL can help women Veterans looking for jobs. In addition, there are Disabled Veterans Outreach Program Specialists (DVOPS) and Local Veterans Employment Representatives (LVER) who can help women Veterans find jobs. Each local office of the Department of Labor should have a DVOP or LVER counselor.
- ▲ The Transition Assistance Program (TAP) was established to meet the needs of separating service members during their transition into civilian life by offering job-search assistance and related services.
  - The law that created TAP established a partnership among the Departments of Defense, Veterans Affairs, Transportation and Labor's Veterans' Employment and Training Service (VETS) to give employment and training information to armed forces members within 180 days of separation or retirement.

- TAP helps service members and their spouses make the initial transition from military service to the civilian workplace with less difficulty and at less overall cost to the government. TAP consists of comprehensive three-day workshops at selected military installations nationwide. Workshops are facilitated by VETS staff or are professionally-trained instructors from the State Employment Services, military family support services or DOL contractors.
- For more information about U.S. Department of Labor employment and training programs for Veterans, visit their [website](#) and contact the VETS office nearest you.

### 5. I am unsure how my Military Occupational Specialty (MOS) translates into the federal workforce. Should I include my military service on my resume?

- ▲ Absolutely! Military service and training can go a long way in preparing a woman for the job market, and can be impressive to prospective employers and supervisors. There are 105 professions that the military trains in that do convert to a civilian occupation. Therefore, women Veterans should always include their military service on their resumes and when filling out job applications. For more information on creating a resume tailored to your federal job search, view our tip sheet: [Translating Your Military Experience into a Resume.](#)

### 6. I served as an Army medic or Navy Corpsman. Can I use my military training as a qualification for Emergency Medical Technician (EMT) employment?

- ▲ Yes. You can use your military training records – specifically your DD2586 file – to get an EMT certificate, which can be used as qualification for an EMT position.



## 7. Does my military service entitle me to any preference during the hiring and selection process?

- ▲ Federal civil service jobs will give “Veterans’ Preference points” to honorably discharged Veterans (grades major and below) who have campaign medals or awards. Veterans who are service-connected at 30 percent or greater can be rated with a 10-point hiring preference. In some states, Veterans’ Preference points are granted for state jobs, but it varies between states. Women Veterans should explore these options when seeking employment. To find out more information, visit the Office of Personnel Management (OPM)’s [Veterans’ Preference and Federal Employment](#) Web page.

## 8. I am interested in finding out about other women Veterans like me. Where can I locate statistics on other women Veterans, by state and nationally?

- ▲ View VA’s [Veterans statistics and demographic information](#) on various Veteran populations located under Program Statistics, Table 2, on the Web page. Additional statistics by state can be found on the same website under Demographics, VetPop, National and State.

## 9. As a woman Veteran, how else can I ease my transition into the federal workforce?

### Work Environment

Women Veterans reported easier transitions into environments in which they experienced:

- ▲ Self-recognition of and appreciation for skills gained in the military
- ▲ Employers with positive opinions about the value of military work experience
- ▲ Coworkers who recognized and appreciated their military service

### Activities

Women Veterans who undertook the following activities reported an easier transition into the civilian workforce:

- ▲ Starting job search prior to separation from the military
- ▲ Participating in the TAP Employment Workshop before leaving the military
- ▲ Attending job fairs
- ▲ Improving job-specific skills
- ▲ Working with a mentor during the job search program

[\\*http://www.bls.gov/cps/cpswom2009.pdf](http://www.bls.gov/cps/cpswom2009.pdf)

