



National Oceanic and Atmospheric Administration

Hiring Veterans

NOAA's Commitment to
Hiring Veterans

Objectives

- To promote NOAA's commitment and goals to hiring qualified veterans.
- To provide statistical data on how NOAA stands against Government-Wide statistics.
- To provide hiring managers and supervisors with information and tools to hire qualified veterans.



NOAA's Commitment

- “Our Veterans are a national asset with the requisite skills, leadership, and dedication to help in our recovery efforts.” –Vice President Biden
- It is important that hiring officials are aware of the tremendous value that a qualified veteran can add to their organization. This benefit is coupled by the timely and efficient means by which they can fill critical vacant positions through using the veterans’ special appointing authorities.

Cascaded Organizational Goals

- **DOC's Organizational Goals**

- Go to the below link to see what DOC is doing to increase Veteran representation
- <http://hr.commerce.gov/Careers/Veterans/index.htm>

- **NOAA's Organizational Goals**

- http://www.wfm.noaa.gov/veterans_recruitment.html



Statistical Data

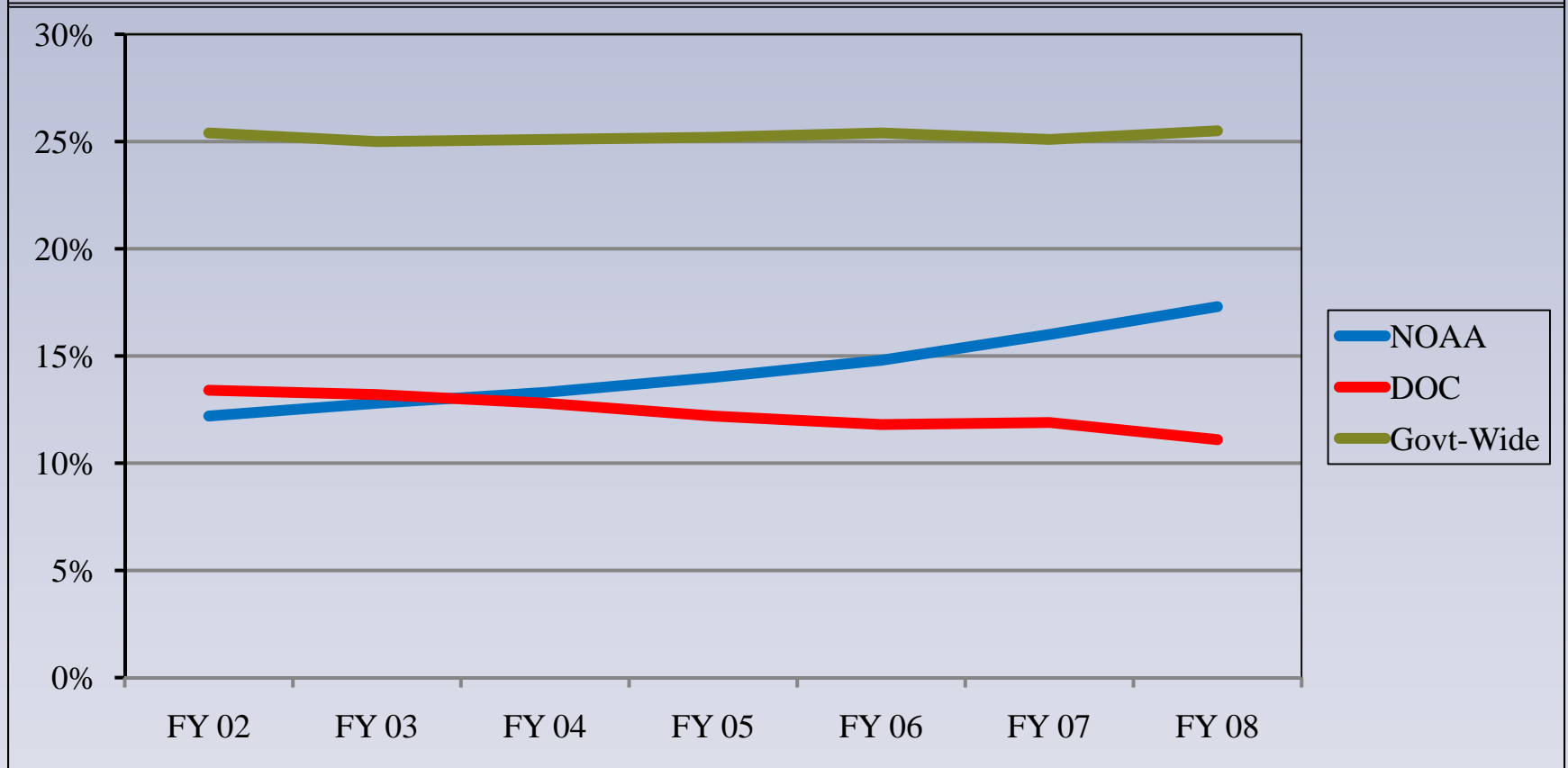


Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Representation and Hiring Data

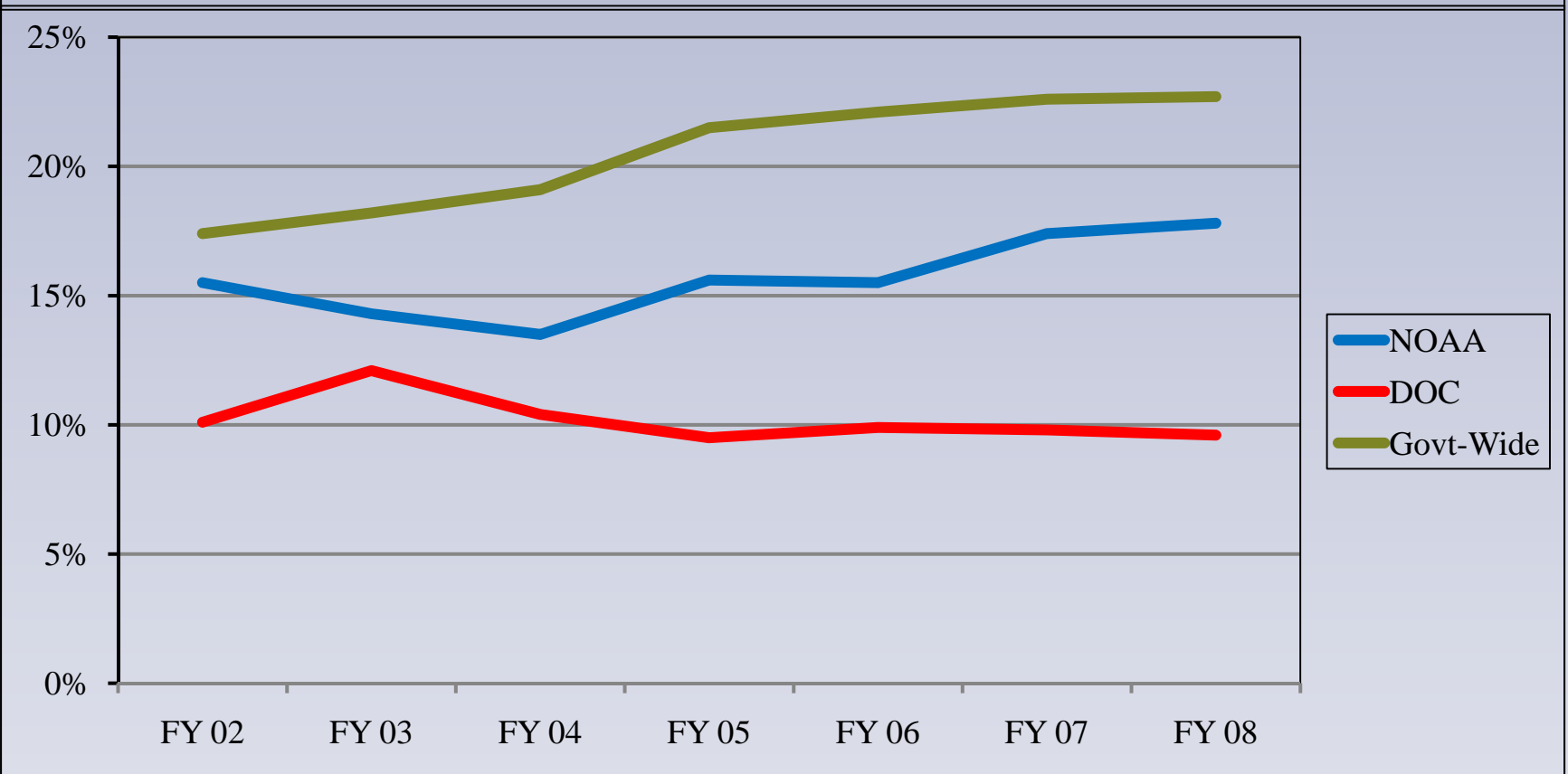
	FY 2002	FY 2003	FY 2004	FY 2005	FY 2006	FY 2007	FY 2008
NOAA Veteran Representation	12.20%	12.80%	13.30%	14.00%	14.80%	16.00%	17.30%
Commerce Veteran Representation	13.40%	13.20%	12.80%	12.20%	11.80%	11.90%	11.1%
Government-wide Veteran Representation	25.40%	25.00%	25.10%	25.20%	25.40%	25.10%	25.5%
NOAA New Veteran Hires**	15.50%	14.30%	13.50%	15.60%	15.50%	17.40%	17.80%
Commerce New Veteran Hires	10.10%	12.10%	10.40%	9.50%	9.90%	9.80%	9.6%
Government-wide New Veteran Hires	17.40%	18.20%	19.10%	21.50%	22.10%	22.60%	22.7%



Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Representation Data Chart



Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Hiring Data Chart



NOAA Historical Data on Veteran Preference Hires

Fiscal Year (FY)	5 Point Preference	10 point Other	Veterans With Disabilities			Total
			10 Point Disability	10 Point compensable Disability	10 Point 30% compensable Disability	
FY 2008	1828	24	56	148	152	2208
FY 2007	1681	19	52	128	128	2008
FY 2006	1563	18	45	120	113	1859
FY 2005	1480	16	39	108	103	1746
FY 2004	1413	12	39	103	86	1653
FY 2003	1376	11	39	98	76	1600
FY 2002	1309	10	39	31	70	1519



Special Appointing Authorities



Benefits to the Hiring Manager

Veterans Recruitment Appointment (VRA) Authority

- VRA allows a manager to fill positions quickly by appointing eligible veterans to positions for which they are qualified, up to and including GS 11 or equivalent, without issuing a vacancy announcement.

Veterans Employment Opportunities Act of 1998

- Allows a manager to consider highly qualified, non-status veterans along with comparable status applicants without using more restrictive competitive examination procedures.

30% or More Disabled Veterans

- Allows managers to quickly appoint eligible disabled veterans to any position for which they are qualified without issuing a vacancy announcement.

Disabled Veterans Enrolled in a Department of Veterans Affairs (VA) Training Program

- Allows managers to tailor training to the office and the individuals needs and appoint non-competitively to the position.

Non-competitive Appointing Authorities

Veterans Recruitment Appointment (VRA) Authority

- Allows the appointment of eligible Veterans, without competition, to positions at any grade level through General Schedule (GS) 11 or Pay Band III.

30% or More Disabled Veterans

- An agency can give a noncompetitive temporary appointment of more than 60 days or a term appointment to any veteran with a disability of 30% or more.

Disabled Veterans Enrolled in a Department of Veterans Affairs (VA) Training Program

- Allows disabled veterans eligible for training under the VA program to enroll for training or work experience under the terms and agreement between the VA and NOAA.

For eligibility criteria and additional information on any of the above authorities, please visit:

<http://www.opm.gov/veterans/html/vetguide.asp#6>



Competitive Appointing Authority

Veterans Employment Opportunities Act of 1998

- Allows eligible veterans to apply for positions announced under internal merit assignment plan (MAP) as status applicants when the agency is recruiting from outside its own workforce and considering other status applicants from other federal agencies.



OPM Streaming Video on Special Appointing Authorities



http://www.opm.gov/video_Library/Recruitment/Hiring/VetAppAuth/VetAppAuth.html

Veterans' Preference



Veterans' Preference in Competitive Appointments

Why Preference is Given

- According to OPM, “Veterans’ preference recognizes the economic loss suffered by citizens who have served their country in uniform, restores veterans to a favorable competitive position for Government employment, and acknowledges the larger obligation owed to disabled veterans.”

When Does Preference Apply?

- Preference in hiring applies to the filling of permanent, term and temporary positions in the competitive and excepted services of the executive branch during the competitive examining process.

Types of Veteran's Preference

*5 Point
Preference*

*10-Point
Compensable
Disability
Preference*

*10-Point 30%
Compensable
Disability
Preference*

*10-Point
Disability
Preference*

*10-Point
Derived
Preference*



Types of Preference

5-Point Preference

- Five points are added to the passing examination score or rating of a veteran who meet the conditions outlined in the Vet Guide.

10-Point Compensable Disability Preference

- Ten points are added to the passing examination score or rating of a veteran based on a service-connected disability of 10% or more, but less than 30%.

10-Point 30% Compensable Disability Preference

- Ten points are added to the passing examination score or rating of a veteran who served at any time and who has a compensable service-connected disability rating of 30% or more.

Types of Preference

10-Point Disability Preference

- Ten points are added to the passing examination score or rating granted to recipients of the Purple Heart and persons with a non-compensable service-connected disability (less than 10%).

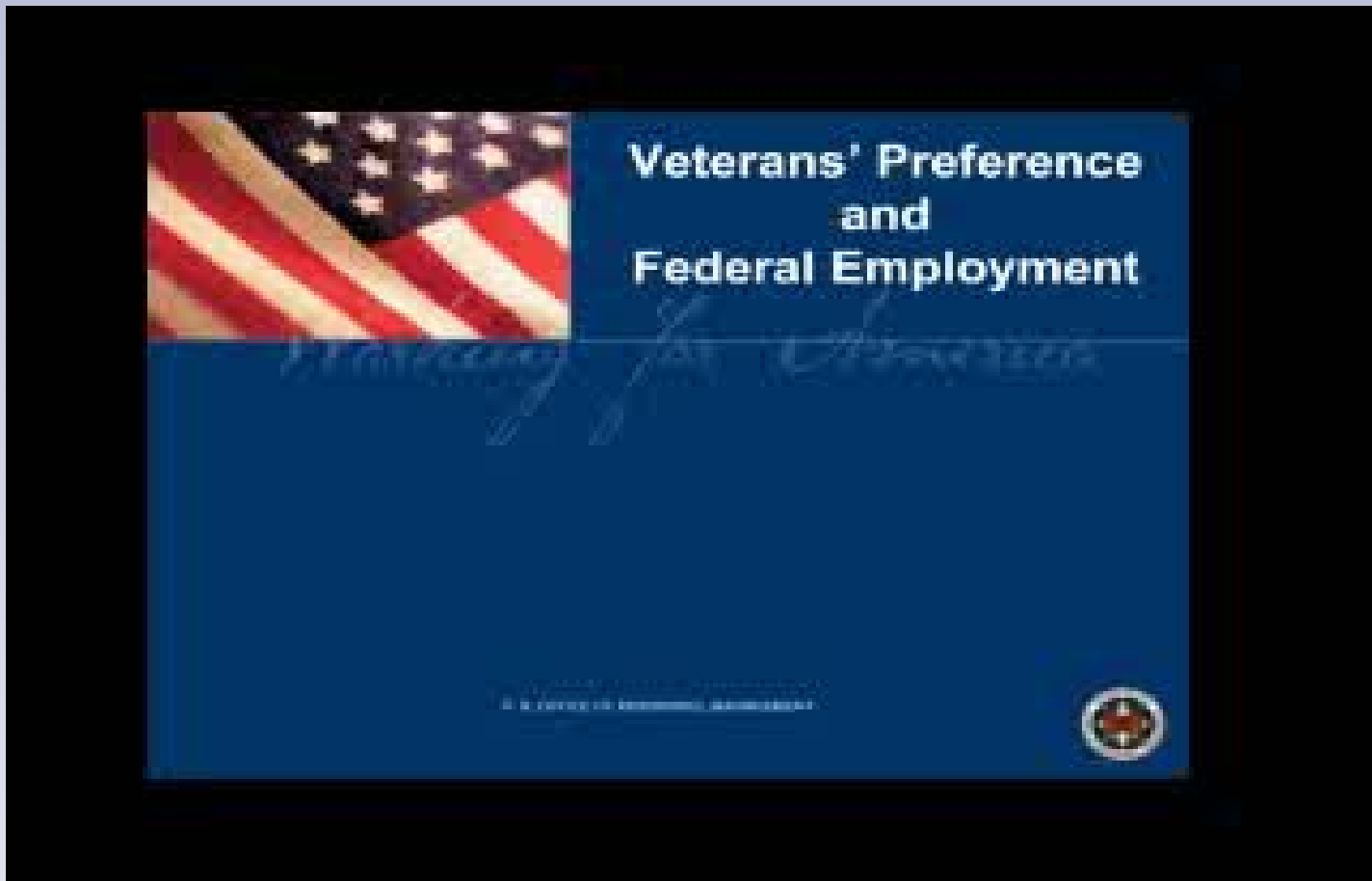
10-Point Derived Preference

- Ten points are added to the passing examination score or rating of widow/widower, or mother of a deceased veteran, or spouse or mother of a disabled veteran.

For all eligibility criteria and additional information on any of the above preference types, please visit: <http://www.opm.gov/veterans/html/vetguide.asp#2>



OPM Streaming Video on Veterans' Preference



http://www.opm.gov/video_library/Recruitment/VeteransPreference2/Vet_Pref.html

Resources to Improve Veterans' Hiring

Visit the following DOC site to view effective resources on finding qualified Veterans to fill essential vacant positions within your organization:

- http://www.hr.commerce.gov/s/groups/public/@doc/@cfoasa/@ohrmwebmaster/documents/content/prod01_007155.pdf
- Also, visit: <http://vetsuccess.gov/>
- Wounded Warrior Project, Warriors to Work: <https://wtow.woundedwarriorproject.org/>
- Marine For Life: <https://www.m4l.usmc.mil/Public/m4lx/employers.aspx>

This presentation was created by the Workforce Management Office (WFMO). If you have any questions on Veteran Hiring, please contact your Human Resources Specialist. Every line and staff office has a servicing Specialist and to contact your corresponding Specialist please go to:

http://www.wfm.noaa.gov/contact_lists.html



Human Resources (HR) Bulletin # 20

- It is important to note that although the special appointing authorities are available for our use, you should be aware that we need to utilize them under the guidance of HR Bulletin # 20. Please click below to access HR Bulletin # 20:

http://www.wfm.noaa.gov/pdfs/Bulletin20_info.pdf