

## Special Appointing Authorities for Veterans

Veterans' Recruitment Appointment (VRA) authority (formerly the Veterans Readjustment Appointment authority), may be used to non-competitively appoint eligible veterans to positions for which they qualify for 2 years. Successful completion of a VRA appointment can lead to a permanent appointment.

**30 Percent or More Disabled Veterans Program** - These veterans may be given a temporary appointment (not limited to 60 days or less) to any position for which they are qualified. There is no grade limitation. After demonstrating satisfactory performance, the veteran may be non-competitively converted to a permanent appointment.

### **FAA is an Equal Opportunity Employer**

*The FAA does not discriminate on the basis of political affiliation, race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, or any other characteristics not bearing on job performance. On an individual case basis, this agency also makes reasonable accommodations for "current FAA employees" and "job applicants" with disabilities.*



“Our veterans from every era are the finest of citizens. We owe them the life we know today. They command the respect of the American people, and they have our lasting gratitude.”

President George W. Bush

November 11, 2003



Federal Aviation  
Administration

# VETERANS' EMPLOYMENT PROGRAM



Partnering with  
those who  
protect our  
freedom



## Veterans' Employment Program

In pursuit and in protection of the United States' interests at home and abroad, thousands of Americans serve in the Armed Forces. Service men and women must be confident that upon their return to civilian life, the Nation will support their career and vocational needs. As a result, the Federal Aviation Administration (FAA) established the Veterans' Employment Program (VEP).

### What is VEP?

VEP integrates veterans into FAA's human capital management strategy by increasing the representation of well-qualified veterans in the workforce. The VEP accomplishes this by:

1. Using marketing strategies to increase veterans' knowledge of FAA's employment programs and career opportunities.
2. Developing on-the-job training opportunities that enhance the skill level of veterans and aids in their transition from the armed services to civilian work.
3. Providing veterans with work experience that will increase their opportunities for permanent employment with FAA.



### Who will Benefit from VEP?

**Managers** - VEP serves as an alternative recruitment source that can meet long-term recruitment goals. Candidates referred for employment consideration are experienced, disciplined, and dedicated. Use of the VEP is cost effective and can expedite the hiring process.

**Veterans** - VEP matches the veterans' career interests with a desired career field, while obtaining on-the-job training in preparation for permanent job placement.

### Why Veterans' Preference is Given

Veterans' preference recognizes the economic loss suffered by those who served in the armed forces, restores veterans to a favorable competitive position for Federal employment, and acknowledges the larger obligation owed to disabled veterans.

### VEP Initiatives

#### New Sights Work Experience Program

This program links wounded service members facing medical discharge to civilian career opportunities. Through vocational rehabilitation programs administered by the Department of Veterans Affairs (VA) and the



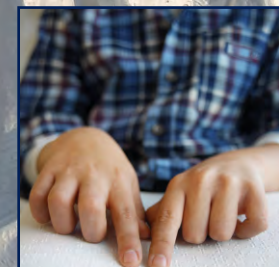
Department of Defense (DOD), FAA provides service members with skills training through unpaid work experience opportunities. While in this program the service member remains on the military payroll.

### Vet-Link Cooperative Education Program

This program provides student internship opportunities (paid or volunteer) to veterans pursuing technical, vocational or academic degrees. The internships provide actual work experience in career fields related to the veteran's educational goals. These student internships can lead to permanent employment at FAA.

For more information on FAA's VEP, contact:

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