

# Veterans Employment Programs

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# Why Appoint Veterans?

- Knowledge
- Skills
- Competencies
- Training
- Education
- Leadership
- Teamwork
- Commitment
- Honesty
- Respect for Others
- Pride
- Eager to Serve

# Additional Skills

- Discipline
- Work Ethic
- Acquisition
- Information Technology
- Communications
- Security
- Information Gathering
- Security Clearances

# Special Appointing Authorities for Veterans

- Veterans' Recruitment Appointment (VRA)
- 30% or more Disabled Veterans
- Veterans Employment Opportunities Act (VEOA)

# Veterans' Recruitment Appointment

- **What it provides:** Appointment of eligible Veterans up to GS-11 under excepted appointments normally in the competitive service. After completing two years of successful service, the Veteran must be noncompetitively converted to a career or career-conditional appointment.
- **When to use it:** A good tool for filling entry-level to mid-level positions.
- **Who is eligible:** Disabled Veterans; Veterans who served on active duty in the Armed Forces during a war declared by Congress, or in a campaign or expedition for which a campaign badge has been authorized; Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded; and Veterans separated from active duty within the past 3 years.
- **Benefits to hiring manager:** Allows a manager to fill positions quickly by appointing eligible Veterans to positions for which they are qualified, without issuing a vacancy announcement.
- No minimum service requirement, but Veteran must have served on active duty not active duty for training.

# 30 Percent or more Disabled Veterans

- **What it provides:** Enables a hiring manager to appoint an eligible candidate to any position for which he/she is qualified, without competition, with no grade-level limitation. Initial appointments are time-limited, lasting more than 60 days; however, the Veteran can noncompetitively convert to a permanent status at any time during the time-limited appointment.
- **When to use it:** A good tool for filling positions quickly at any grade level.
- **Who is eligible:** Disabled Veterans who were retired from active military service with a service-connected disability rating of 30 percent or more; and Disabled Veterans rated by the Department of Veterans Affairs (VA) as having a compensable service-connected disability of 30 percent or more.
- **Benefits to hiring manager:** An effective way to quickly appoint eligible disabled Veterans to any position for which they are qualified without issuing a vacancy announcement.

# Veterans' Employment Opportunity Act of 1998 (VEOA)

- **What it provides:** Flexibility gives preference eligibles and certain eligible Veterans access to jobs that otherwise only would have been available to status employees. Preference eligibles and Veterans are not accorded preference, but they are allowed to compete for job opportunities that are not offered to other external candidates. A VEOA eligible who is selected will be given a career or career-conditional appointment.
- **When to use it:** Agencies may appoint VEOA eligibles who have competed under agency merit promotion announcements when they are recruiting from outside their own workforce.
- **Who is eligible:** Preference eligibles; and service personnel separated after 3 or more years of continuous active service performed under honorable conditions.
- **Benefits to hiring manager:** Allows managers to consider highly qualified non-status preference eligibles and Veterans without using a more restricting examination.

# Schedule A Appointing Authority

- **What it provides:** Employment for Veterans and people with disabilities.
- **When to use it:** May be used to appoint at any grade level and for any job (time-limited or permanent) for which an individual qualifies. Veterans' Preference applies. After two years of satisfactory service, employee may be converted, without competition, to the competitive service.
- **Who is eligible:** Eligible veterans who have a severe physical, psychological or intellectual disability. Show proof of disability from licensed medical professional, vocational rehabilitation specialist or any Federal or State Agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits; and have a certification of job readiness from any licensed medical professional, a licensed vocational rehabilitation specialist or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.
- **Benefits to hiring manager:** Allows managers to fill positions quickly by appointing eligible individuals to positions for which they are qualified without issuing a vacancy announcement.

# Non-Competitive Appointment of Certain Military Spouses

- **What it provides:** Non-competitive appointment to positions in the competitive service in order to minimize disruptions in military families due to permanent relocations, disability and deaths resulting from active duty service.
- **Who is eligible:** Spouses who are relocating with their service-member spouses as a result of permanent change of station (PCS) orders; Spouses of service members who incurred a 100% disability because of the service member's active duty; and Spouses of service members killed while on active duty.
- **Not a direct hire authority.** Applicants must apply for vacancies through a vacancy announcement.

# Operation Warfighter Program

- **What it provides:** A Department of Defense non-paid internship program that assists recovering wounded, ill and injured service members.
- **Who is eligible:** Wounded, ill and injured service members assigned to a service wounded warrior program. Must be medically cleared. Assignments must not interfere with medical profile or affect his/her well-being and recuperation. Typically, internships last 4-6 months for 15-20 hours per week.
- **Benefits to hiring manager:** Ability to demonstrate support for the military service and sacrifices of wounded, ill and injured service members. Access to talent, dedication and considerable military and non-military skills of participants. A vehicle for the permanent recruitment of transitioning service members.

# Operation Warfighter Program

- **Benefits to service members:** Positively impacts recuperation process by providing meaningful activity outside of the hospital environment. Demonstrates that skills obtained in the military are valued and transferrable. Enables participants to maintain their skill sets and provides an opportunity for additional training and experience that can subsequently benefit the military.
- **How to participate:** Provide a short job description. Potential candidates will read these descriptions and indicate their preferences. OWF will receive the candidate's resume to assist in finding appropriate placement within the service member's area of interest. Agencies are able to interview candidates to get a better understanding of their skills.
- If you would like to participate in Operation Warfighter, please contact Mary Weber at [Mary.Weber@ars.usda.gov](mailto:Mary.Weber@ars.usda.gov) or (301) 504-1397.

# Non-Paid Work Experience Program

- **What it provides:** A Department of Veterans Affairs' (VA), Vocational Rehabilitation & Employment (VR&E) program that provides eligible Veterans and Service members the opportunity to obtain training and practice job experience concurrently.
- **Who is eligible:** Veterans or Service members who have clearly established career goals, and who learn easily in a hands-on environment.
- **Benefits to hiring managers:** High quality worker. Cost-free program. The VA provides a monthly subsistence allowance paid directly to the Veteran. Minimal paperwork. Allows employer to assess Veteran's fit for non-competitive appointment into a permanent position. The VA refers qualified Veterans or Service members to the hiring manager. The hiring manager may hire the Veteran or Service member at any point during the NPWE.

# Non-Paid Work Experience Program

- **Benefits to Veterans or Service members:** Establishes employment history. Provides exposure to employment opportunities. Monthly subsistence allowance. Easy access to public sector employment. Expands Veteran's public ability to develop job skills.
- **How to participate:** Hiring manager provides a training outline to identify tools, equipment and supplies required of all employees and identifies specific job objectives. Hiring manager provides professional development, mentoring, supervision and leadership, submits required monthly evaluations and indicates the length of time it should take the Veteran to accomplish each objective.
- VR&E Offices are located at 82 different locations across the United States with a pool of over 120,000 Veterans. Employment Coordinators at these Offices will assist with paperwork and completion of forms.

# Wounded Warrior Program

- **What it provides:** A Department of the Army program that provides highly skilled, well-trained, experienced Warriors in Training for internships at Federal agencies while assigned to a Warrior Transition Unit.
- **Who is eligible:** The most severely wounded Soldiers and Veterans who suffer from injuries or illness incurred in the line of duty after September 10, 2001. Must receive or expect to receive an Army disability rating of at least 30% or greater in one or more specific categories such as : blindness/loss of vision, deafness/hearing loss, fatal/incurable disease, loss of limb, permanent disfigurement, post traumatic stress disorder, severe burns, spinal cord injury/paralysis, traumatic brain injury, and other conditions requiring extensive hospitalizations or multiple surgeries.

# Wounded Warrior Program

- **Benefits for hiring managers:** Accelerated learning curve, conscious of health and safety standards, diversity and inclusion in action, efficient performance under pressure, integrity, leadership, respect for procedures, teamwork, technology and globalization, triumph over adversity and cost free.
- **Benefits for Service members:** Establishes employment history, provides exposure to employment opportunities, demonstrates to participants that skills obtained in the military are valued and transferred into civilian employment and enables participants to maintain their skill sets and provides an opportunity for additional training and experience that can subsequently benefit the military.

# Wounded Warrior Program

- **How to participate:** Warriors in Transition may intern while assigned to a Warrior Transition Unit (WTU). The WTU cadre will work with the hiring manager to develop a worksite placement agreement outline the days and times the WT is expected to work and other administrative details. The WT will continue to receive military pay during his/her assignment to the WTU so there is no cost. To contact a specific WTU, call the Wounded Soldier and Family Hotline, which can route callers to the ombudsman at each WTU. Toll Free: (800) 984-8523

# Additional Resources for Hiring Veterans

- The Office of Personnel Management's website for Veterans [www.fedshirevets.gov](http://www.fedshirevets.gov) is the one-stop resource for Federal Veterans employment information.
- The Department of Veterans Affairs website [www.vetsuccess.gov](http://www.vetsuccess.gov) is a career planning, job readiness and job search resource website for Veterans and employers.

# Questions?

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Students, Veterans and Persons with Disabilities

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