



Introduction to Veterans' Preference



What is Veterans' Preference?

In recognition of the sacrifices made by those serving in the Armed Forces, Congress passed laws to give preference in federal hiring to eligible Veterans seeking federal jobs. Veterans' Preference gives eligible and qualified Veterans preference over many other applicants when applying for a job. Veterans' Preference applies to virtually all new vacancies in both the competitive and excepted service. By law, Veterans who are disabled or who served on active duty in the Armed Forces during specified periods or in military campaigns are generally entitled to preference in the federal hiring process.

Veterans' Preference does not guarantee Veterans a job, and it does not apply to internal agency actions such as promotions, transfers, reassignments or reinstatements. Not all Veterans are considered Veterans for the purpose of federal civilian employment, and not all active duty service qualifies a Veteran for Veterans' Preference.

Eligibility for Veterans' Preference

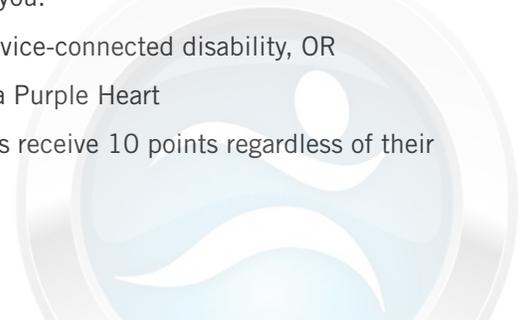
Only Veterans discharged or released from active duty in the armed forces under honorable conditions are eligible for Veterans' Preference. This means you must have received an honorable or general discharge. Additionally, if you are a retired member of the Armed Forces, you must be a disabled Veteran OR retired below or equivalent to the rank of major.

Types of Veterans' Preference

There are two types of Veterans' Preference: non-disabled (5-point preference eligible) and disabled (10-point preference eligible).

- ▲ You are **5-point preference eligible** if your active duty service meets any of the following:
 - 180 or more consecutive days (other than for training), any part of which occurred during the period beginning September 11, 2001, and ending on a future date set by Presidential proclamation or law as the last date of Operation Iraqi Freedom, OR
 - Between August 2, 1990, and January 2, 1992, OR
 - 180 or more consecutive days, any part of which occurred after January 31, 1955, and before October 15, 1976, OR
 - During a war or in a campaign or expedition for which a campaign medal has been authorized
- ▲ You are **10-Point preference eligible** if you served at any time and you:
 - Have a service-connected disability, OR
 - Received a Purple Heart

Disabled Veterans receive 10 points regardless of their disability rating.



When Does Veterans' Preference Apply?

Veterans' Preference for federal employment generally applies when an agency announces a permanent, term or temporary job that is open to the general public. If you are a 5-point or 10-point preference eligible Veteran who applies for and meets the basic qualifications of the job, you will be ranked in one of two or more "quality" categories depending on the nature and extent of your qualifications. You must be selected prior to those candidates within your "quality" category who do not qualify for Veterans' Preference. If you are a 10-point preference eligible Veteran with a service-connected disability of 10 percent or more, you will automatically be ranked in the highest "quality" category. If you are not sure of your preference eligibility, visit the [Department of Labor's Veterans' Preference Advisor](#).

For more information about Veterans' Preference in federal hiring, visit [FedsHireVets](#) or the [Office of Personnel Management's Vet Guide](#).

