



Veterans Hiring Authorities

This guide for Hiring Managers provides an overview of the various hiring authorities associated with Veterans' Preference hiring. Veterans' Preference hiring is complex; therefore specific questions should be directed to the agency Human Resources specialist.

Veterans Employee Opportunity Act (VEOA)	Veterans Recruitment Appointment (VRA)	Veterans 30 Percent or More Disabled	Non-competitive Appointments of Certain Military Spouses	Disabled Veterans Enrolled in a VA Training Program
<p>Competitive service appointing authority that can only be used when filling permanent, competitive service positions.</p> <p>Allows Veterans to apply to vacancy announcements that are open only to "status" candidates (current or former federal civilian employees who hold or held non-temporary competitive service appointments and certain Veterans eligible under VEOA).</p> <p>To be eligible, the latest discharge must be issued under honorable conditions, AND the person must be either:</p> <ul style="list-style-type: none"> - A preference eligible (defined in Title 5 U.S.C. 2108(3)); OR - A Veteran who substantially completed three or more years of active service. 	<p>Excepted authority that allows agencies to appoint eligible Veterans without competition. A Veteran can be appointed under this authority at any grade level up to and including a GS-11 or equivalent if the Veteran:</p> <ul style="list-style-type: none"> - Is in receipt of a campaign badge for service during a war or in a campaign or expedition; OR - Is a disabled Veteran; OR - Is in receipt of an Armed Forces Service Medal for participation in a military operation; OR - Is a recently separated Veteran (within the last three years); AND - Separated under honorable conditions. <p>Individuals meeting the above criteria are considered VRA eligible.</p> <p>There is no limit to the number of times a Veteran can apply under VRA.</p> <p>The authority can also be used to fill temporary (not to exceed one year) or term (more than one year but not to exceed four years) positions.</p>	<p>Allows any Veteran with a 30 percent or more service-connected disability to be non-competitively appointed.</p> <p>This authority can be used to make permanent, temporary (not to exceed one year) or term (more than one year, but not more than four years) appointments in the competitive service. There is no grade level restriction.</p> <p>A Veteran is eligible if he/she:</p> <ul style="list-style-type: none"> - Is retired from active military service with a service-connected disability rating of 30 percent or more; OR - Has a VA rating showing a compensable service-connected disability of 30 percent or more. 	<p>Minimizes disruptions in military families due to permanent relocations, disability and deaths resulting from active duty service. Authorizes the non-competitive appointment of certain military spouses to competitive service positions.</p> <p>Applies to three categories of military spouses:</p> <ol style="list-style-type: none"> 1. Those who are relocating with their service-member spouse as a result of permanent change of station (PCS) orders; 2. Spouses of service members who incurred a 100 percent disability because of the service member's active duty service; AND 3. Spouses of service members who lost their lives while on active duty. <p>Public notice is required for any job that will last more than one year that is filled from outside an agency's workforce.</p>	<p>Disabled Veterans eligible for training under the VA vocational rehabilitation program may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA.</p> <p>While enrolled in the VA program, the Veteran is not a federal employee.</p> <p>Upon successful completion, the host agency and VA provide the Veteran with a Certificate of Training showing the occupational series and grade level of the position for which he/she trained.</p> <p>This Certificate allows ANY agency to appoint the Veteran on a non-competitive basis.</p>

