



TIPS FOR MILITARY SPOUSES



When military spouses are equipped with the right support and opportunities to pursue meaningful career paths, this also supports U.S. military forces and creates strong foundations for military families.

Positions with the Department of Veterans Affairs (VA) offer opportunities for military spouses to serve the country and their communities through employment. VA created the Veteran and Military Spouse Talent Engagement Program (VMSTEP) to provide employment readiness assistance and outreach to Veterans, transitioning Service members, eligible military spouses, and survivors.

The Federal Government has established special hiring and appointing authorities for military spouses, which allow spouses to be considered for Federal employment, including positions at VA. The following tips can help military spouses navigate the Federal job application process.



As a military spouse, you can apply for Federal positions on [USAJOBS.gov](https://www.usajobs.gov). When searching the USAJOBS website, select **Military Spouses** as a filter.

For additional information on Federal employment as a military spouse, visit <https://www.opm.gov/fedshirevets/veteran-job-seekers/veteran-family-members>.

Federal Employment Eligibility for Military Spouses

As a military spouse, you may be eligible for Federal employment if you are:

- » A current spouse married to an active-duty Service member; or
- » A spouse of a 100% disabled Service member due to service-connected injury at time of separation from military service; or
- » A widow or widower of an Armed Forces Service member killed while on active duty, and not remarried.

Eligibility Limitations

- » Spouses who are relocating with their sponsors are **no longer limited to one appointment** per relocation.
- » HR practitioners may appoint spouses to a position for which they qualify at any location, which may not necessarily be in the same geographic area as their sponsor. **This is a temporary change that expires on December 31, 2028.*
- » You are **permanently eligible** from the date on your spouse's documentation indicating their **disability or death**. You are no longer eligible if you remarry.

To learn more about the military spouse non-competitive hiring process, go to <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/military-spouses>.

USAJOBS.gov Documentation Requirements

As a spouse, you will need to submit a copy of your Service members' documentation verifying marriage, such as a marriage certificate, as well as the following:

Military Spouses

- » PCS Orders (active-duty Service members' full name, duty location, dates, and length of time for PCS).

Veteran Spouses

- » DD-214, Certificate of Release or Discharge from Active Duty.
- » Disability letter stating 100% disabled for separated or retired Veteran.

Surviving Spouses

- » DD-1300, Report of Casualty for widows or widowers of Service members who were killed on active duty and who are not remarried.

About VMSTEP

VMSTEP provides outreach and employment readiness assistance to Veterans, transitioning Service members, eligible military spouses, and survivors. Through VMSTEP, the Department of Veterans Affairs (VA) recruits, hires, and retains a talented and diverse workforce and creates new career opportunities for America's Service members and their families.

 www.vaforvets.va.gov

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