

**VOW to Hire Heroes Act of 2011
Use in Noncompetitive Veteran Hiring
Fact Sheet**

The VOW to Hire Heroes Act of 2011, Public Law 112-56 Subtitle C, Section 235, Section 2108a, Treatment of Certain Individuals as Veterans, Disabled Veterans, and Preference Eligibles, dated November 21, 2011, allows military service members to begin their Federal job search process within the Executive Branch prior to separation from the military. This new flexibility facilitates a service member's seamless transition from the armed forces to civil service job opportunities throughout the Federal Government.

It allows service members to leverage the skills he or she gained while on active duty and apply them as a member of the civil service. Additionally, it benefits the Federal Government by allowing it to continue to receive services from individuals in whom the Federal Government has already invested training resources and employ individuals with a proven history of Federal service.

The Act allows Federal employment officers to consider service members as a Veteran or Disabled Veteran who qualifies for Veterans preference for the purposes of appointments to Federal competitive service positions, if the service member:

- Meets all qualification and eligibility requirements for the job opportunity;
- Submits certification that they expect to be discharged or released from active duty in the armed forces under honorable conditions; and
- Separation from the armed forces will occur within 120 days after the date of the certification submission.

Noncompetitive Appointments

Under this Act, individuals seeking employment under a noncompetitive hiring authority, such as a Veteran Recruitment Appointment (VRA), 30 Percent or More Disabled Veteran, or Schedule A Appointment, must meet specific eligibility criteria.

Veteran Recruitment Appointment

VRA job candidates would be eligible for placement in positions up to the GS-11 level or equivalent. To be eligible for a VRA appointment, the job candidate must meet the following criteria.

- A disabled Veteran; or
- Veterans who served on active duty in the Armed Forces during a war, or in a campaign or expedition for which a campaign badge has been authorized; or
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal was awarded; or
- Recently separated Veteran (not more than three (3) years); and
- Discharged or released from active duty under honorable conditions.

30 Percent of More Disabled Appointment

Job candidates eligible for employment under a 30 Percent of More Disabled appointment would be eligible for placement in positions at any grade level. The eligibility criteria include:

- Disabled Veterans who retired from active military service with a service-connected disability rating of 30 percent or more; and
- Disabled Veterans rated by the VA as having a compensable service-connected disability of 30 percent or more.

Schedule A Appointment

Job candidates eligible for employment under a Schedule A appointment would be eligible for placement in any position and grade level. The eligibility criteria include:

- Veterans who can show proof of disability documented by a licensed medical professional, licensed Vocational Rehabilitation Specialist, or Federal or State agency
- Certification of job readiness for the job applied for from a licensed medical professional or VA Vocational Rehabilitation Specialist.