

Benefits

- You can be appointed without the delays normally associated with the federal competitive hiring process.
- You are not required to respond to a vacancy announcement.
- There is no limit to the number of times you can apply under VRA.
- You can express consideration at anytime.

Non-Competitive Special Hiring Authorities for Veterans

VRA – VRA allows agencies to hire eligible Veterans through VRA eligibility or based on a Veteran’s service-connected disability without competition through the GS-11 grade level.

30% or More Disabled Veteran - The 30% or More Disabled Veteran authority allows any Veteran with a 30% or more service-connected disability to be hired without competition.

Schedule A – Schedule “A” authority allows agencies to hire eligible Disabled Veterans and persons with disabilities, who have a severe physical, psychological or intellectual disability to be hired without competition.

Disabled Veterans Enrolled in a Department of Veterans Affairs (VA) Training Program – This program allows Disabled Veterans who have completed training or work under the VA Rehabilitation Training Program and received a certificate of training to be hired without competition.

Learn More Inside

Note: Veterans’ preference laws do not guarantee the Veteran a job, nor do they give Veterans preference in internal agency actions such as promotion, transfer, reassignment, and reinstatement.

Non-Competitive Special Hiring Authorities for Veterans

A QUICK REFERENCE GUIDE FOR VETERANS

HOW TO USE THE NON-COMPETITIVE SPECIAL HIRING AUTHORITIES TO APPOINT VETERANS

DEPARTMENT OF VETERANS AFFAIRS

Our mission is to fulfill President Lincoln's promise “To care for him who shall have borne the battle, and for his widow, and his orphan” by serving and honoring the men and women who are America’s veterans.



This brochure was created by the Department of Veterans Affairs (Veterans Employment Service Office) based upon the Office of Personnel Management’s guidance on Veteran’s Non-Competitive Special Hiring Appointments.

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What is a Veteran's Recruitment Appointment (VRA)?

VRA allows agencies to hire eligible Veterans based on VRA eligibility or based on a Veteran's service-connected disability without competition.

- If eligible you can be appointed to positions up to GS-11 or equivalent without having to compete for the position.
- You can be converted to a career or career-conditional appointment after two years of successful performance
- VRA can be used to fill temporary (not to exceed 1 year) or term (more than 1 year but not to exceed 4 years) positions. You can be hired to fill a temporary/term position under VRA, you will not be converted to after 2 years of service.
- You do not have to be on a list of eligible candidates for the position: however, you must meet the basic qualification requirements for the position.
- Veterans preference applies; No limitation to the number of VRA appointments you may receive.

Who is eligible?

- Disabled Veterans; or
- Veterans with active duty during a war, or during time when a campaign badge is authorized; or
- Veterans who received an Armed Forces Services Medal; or
- Recently separated Veterans (typically within the last three years) AND
- Separated under honorable conditions

Documentation Required

- DD-214 (Member Copy 4) for the period of service which you are claiming preference)

What is a 30% or More Disabled Veteran Appointment?

A 30% or more disabled Veteran appointment allows any Veteran with a 30% or more service-connected disability to be hired without competition.

- If disabled, you will initially receive a noncompetitive, time-limited appointment of more than 60 days.
- You can be converted to a career or career-conditional appointment based on successful performance.
- There are no grade restrictions for opportunity under this authority.
- Management has an opportunity to evaluate your performance.

Who is eligible?

- 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.

Documentation Required

- DD-214 (Member Copy 4) for the period of service which you are claiming preference)
- 30 % or more rating disability letter from the VA
- Standard Form 15 and the proof requested on Standard Form 15.

What is a Schedule "A" Appointing Authority?

A Schedule "A" appointment allows agencies to hire eligible Disabled Veterans and persons with disabilities, who have a severe physical, psychological or intellectual disability to be hired without competition.

- If eligible, you can be appointed without going through the typical recruitment process of posting a vacancy announcement.
- Without hiring managers posting and publicizing the position.
- Can be used to appoint you an eligible Disabled Veteran to any position (temporary or permanent) and at any grade level.
- You can be converted to a career or career-conditional appointment after two years of successful service.

Who is eligible?

- 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.

Documentation Required

- DD-214 (Member Copy 4) for the period of service which you are claiming preference)
- Schedule A appointment documentation.
- VA disability letter

What is Disabled Veterans Enrolled in a VA Training Program?

Disabled Veterans who have completed training or work experience under the VA Rehabilitation Training Program and received a certificate of training allows the agency to hire the Veteran without competition.

- Upon successful completion, you can be appointed noncompetitively for a period of one year for the series/grade of the position for which training under a status quo appointment which can be converted to career or career-conditional at any time.
- Training is tailored to your needs and goals, so there is no set length.
- Hiring Managers have the ability to quickly hire you, once you've completed training without competition or issuing a vacancy announcement.

Who is eligible?

- Disabled Veterans who have completed prescribed training under a VA vocational rehabilitation program.

Documentation Required

- DD-214 (Member Copy 4) for the period of service which you are claiming preference)
- 20% or more rating disability letter from the VA