



Helping Disabled Veterans Continue a Career in Support of National Defense

»» PLACING VETERANS FIRST

EMPLOYMENT INFORMATION IN THE DEPARTMENT OF DEFENSE

Information for Disabled Veterans

The Department of Defense (DoD) provides employment opportunities for disabled men and women who honorably served on behalf of our Nation. As the largest Federal employer of veterans, we are committed to providing every disabled veteran who wants to serve our country as a DoD civil servant the opportunity to do so.

As a civilian in the Department of Defense, you can play an important part in the defense of our Nation and in helping support our Armed Forces. The Army, Navy, Air Force, Marines, and other agencies in the Department of Defense employ more than 700,000 civilian employees. There are nearly 700 occupations that can offer disabled veterans diverse, challenging and rewarding careers.

If you are interested in continuing with us in the important mission of national defense, please visit <http://www.dodvets.com>. We recognize that the transition from military service to civilian service in the Department of Defense can be challenging and often confusing. We trust that this website helps you navigate career possibilities and hiring procedures more easily. If we did not answer your questions, please do not hesitate to [Ask Us](#), and we will respond to you within 48 hours. You may also review frequently asked [Questions and Answers](#) that were developed from questions other veterans asked us.

GENERAL EMPLOYMENT INFORMATION

The Department of Defense advertises its jobs in "Vacancy or Job

Announcements." These are posted online. There are also a variety of streamlined hiring authorities to employ qualified disabled veterans. The Department has human resources specialists to assist veterans in the employment search. You can go to <http://www.godefense.com> to locate a human resources specialist near you. While at that site, you can enable "[Search for Jobs](#)" to access websites of the Military Departments and Defense Agencies. These websites have an array of employment information to further assist you in locating just the right job.

There are several things you need to know about vacancy announcements, your eligibility to apply for advertised jobs, and the hiring authorities to get you on the payroll.

Let's get started.

Where are DoD vacancies published? The Department of Defense publishes electronic vacancy announcements on their employment websites, accessible through “Search for Jobs” at <http://www.godefense.com>. Additionally, Department as well as other Federal agencies vacancies are listed on the Office of Personnel Management website USAJOBS at <http://usajobs.opm.gov>.

How do I know if I am eligible to apply for a position? All vacancy announcements must include information regarding who may apply. In general, all positions that are announced to the general public, (usually referred to as “All Sources”) accept applications from disabled veterans. If the announcement states that only DoD employees may apply, then disabled veteran employees not employed by the Department of Defense will not be considered for the position. Information about who may apply is generally found in either one of two sections of an announcement: “Who May Apply” or “Area of Consideration.”

How do I qualify for disabled veteran status? By law, a disabled veteran means an individual who served on active duty in the Armed Forces, was separated under honorable conditions, and has a service-connected disability or is receiving compensation, disability retirement benefits, or pension administered by the Department of Veterans Affairs or a military department.

Are disabled veterans eligible for veterans’ preference? All disabled veterans discharged under honorable conditions qualify for veterans’ preference in employment.

What proof do I need to obtain disabled veterans’ preference for employment? Disabled veterans, whether 10 percent or 30 percent or more compensable disabled, complete Standard Form 15 and submit the documentation required in section A and B of the form. The form and evidence requirements are at: <http://www.opm.gov/forms/html/sf.asp>

Can a disabled veterans’ preference transfer to a spouse? A spouse of a disabled veteran may receive a derived preference for employment when the disabled veteran is occupationally disabled as a result of a service connected disability, or when the veteran died as a result of wartime events. The spouse must complete Standard Form 15 and submit the documentation required in sections A, C, D, E, H, or G of the form. The form and evidence requirements are at: <http://www.opm.gov/forms/html/sf.asp>

What are the streamlined hiring authorities? Veterans' Recruitment Appointment (VRA)

As a disabled veteran, you qualify for Veterans' Recruitment Appointment (VRA). The VRA is a special authority to appoint eligible veterans to positions at any grade level up to GS-11 or equivalent. The VRA allows for both competitive and non-competitive appointments. Generally, job announcements that include VRA eligibles require competition and veterans' preference applies. As such, veterans compete with all other qualified applicants. A non-competitive appointment means that a veteran can be appointed without competition of other qualified applicants. Supervisors and managers decide whether to compete or not compete a position.

30 Percent or More Disabled Veterans (sometimes called DVAAP)

An agency may make a non-competitive, time-limited appointment of more than 60 days to any veteran having a compensable, service connected disability rating of 30 percent or more. There is no grade level limitation; however, the veteran must meet all qualification requirements, including any written test requirement. Once employed, the agency may convert the employee, without a break in service of three days or more, to a career or career-conditional appointment (appointments without time limitations) at any time during the employee's time limited appointment.

Veterans Employment Opportunity Act (VEOA) of 1998

Preference eligibles may apply under VEOA. VEOA is a competitive service appointing authority that allows eligible veterans who are not current employees to apply with current employees who wish to move to a new position. VEOA is applicable when an agency decides to accept applications from individuals outside its own workforce. For example, the Department of Army decides to open a position to currently employed DoD employees. To be referred, VEOA eligibles must rate and rank among the best qualified with Army candidates. When competing as an internal agency applicant under the VEOA, veterans' preference is not applicable.

Where can I learn more about disabled veteran employment in civil service?

Information may be obtained from the *VetGuide* available for review at <http://www.opm.gov/employ/veterans/html/vetguide.asp> and the *VetsInfoGuide* available for review at <http://www.opm.gov/veterans/html/vetsinfo.asp>.

What are some educational and training opportunities for disabled veterans?

A variety of educational and training programs are available to veterans, either on or off the job. Human resources specialists can provide advice on training (including educational programs) made available through the Department of Defense. A listing of some of the education and training opportunities are available at <http://www.dodvets.com>.

Also, the Department of Veterans Affairs provides disabled veterans training under the Department of Veterans Affairs vocational rehabilitation program available at <http://www.vba.va.gov/bln/vre/>. Disabled veterans may enroll for training or work experience at any federal agency under the terms of an agreement between that agency and the Department of Veterans Affairs.

Training plans are established and tailored to meet each disabled veterans' needs and goals. If the training plan is intended to prepare the individual for eventual appointment in an agency rather than general experience, the agency must ensure that the training will enable the veteran to meet the qualification requirements for the position.

Upon successful completion of the training plan, the disabled veteran receives a Certificate of Training showing the occupational series and grade level of the position for which trained. The Certificate of Training allows any agency to appoint the veteran to a position in the occupational series and grade level for which they were trained.

Are there internship programs available for disabled veterans?

Internships are opportunities to provide on-the-job experience. They may be obtained while in school or while on the job. They can be either government-wide or DoD-wide. Internships offer valuable developmental experiences and work assignments related to an individual's career goals. There are special hiring authorities to appoint interns for developmental purposes at the GS-5, GS-7 or GS-9 grade levels or equivalent levels. Veterans' preference applies. Once the internships are successfully completed, interns may be non-competitively converted to the competitive service. You can learn more about intern programs for both students and non-students by visiting <http://www.dodvets.com>.

What type of scholarships and fellowships are available to disabled veterans and their families?

Scholarships and fellowships provide educational assistance to veterans. Some information on scholarships and fellowships for veterans and families is at <http://www.dodvets.com>.

Are there any other types of Financial assistance available to disabled veterans?

Grants, loans and other types of financial aid are available for disabled veterans. The website <http://www.dodvets.com> provides some useful information to consider.

Does the Department provide disabled veterans with assistive technology or services to accommodate disabilities?

The Department of Defense established the Computer/Electronic Accommodations Program (CAP) to eliminate employment barriers for employees with disabilities. CAP provides accommodations to individuals who are blind, have low vision, are deaf, hard of hearing, or have a dexterity, communication, cognitive, or learning disability. Learn more about CAP at <http://www.tricare.osd.mil/cap>