



Veterans Recruitment Appointment 101

WHAT IS VETERANS' RECRUITMENT APPOINTMENT (VRA)?

Allows eligible veterans to be exempted from the traditional competitive hiring process and placed into an appointed hiring status, expediting the hiring process for positions at any grade level through GS-11

Eligibility	<ul style="list-style-type: none"> • A disabled veteran; OR • A veteran in receipt of a campaign badge for service during a war in a campaign or expedition (e.g., Global War on Terrorism Expeditionary Medal); OR • A veteran in receipt of an Armed Forces Service Medal for participation in a military operation (e.g., Global War or Terrorism Service Medal); OR • A veteran separated from active duty within the last three years; AND • Separated from the armed forces with an honorable (not dishonorable) discharge
Required Documents for Referral Consideration	<ul style="list-style-type: none"> • DD-214 and/or VA Disability Letter, Statement of Service • Resume • Transcripts (if applicable)
Fast Facts	<ul style="list-style-type: none"> • Veterans are appointed to positions otherwise in the competitive service • Veterans are converted to career or career-conditional after two years of satisfactory service
Benefits	<ul style="list-style-type: none"> • If the individual is eligible, there is no limitation to the number of VRA appointments an individual may receive

WHAT IS 30% OR MORE DISABLED VETERANS' AUTHORITY?

Allows any veteran with a 30% or more service-connected disability to be hired without competition to positions at any grade level through GS-15

Eligibility	<ul style="list-style-type: none"> • A disabled veteran who has a compensable service-connected disability of 30% or more
Required Documents for Referral Consideration	<ul style="list-style-type: none"> • VA Disability Letter • Resume • Transcripts (if applicable)
Fast Facts	<ul style="list-style-type: none"> • Appointed initially to a temporary appointment lasting more than 60 days • Can be converted to career or career-conditional appointment at any time

BENEFITS OF VRA & 30% DISABLED VETERANS' AUTHORITY

- 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.