

Fort Knox CPAC...



HR Tip of the Week

VRA/VEOA Eligibility

The following defines the difference between VEOA and VRA eligibility and how each is applied to competitive announcements (i.e. positions that were applied to through sites such as USA Jobs and Civilian Personnel On-Line (CPOL) Website Announcement Board):

VRA – Veterans’ Recruitment Appointments

Eligibility:

Disabled veterans; 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 veterans.

Veterans claiming eligibility on the basis of service in a campaign or expedition for which a medal was awarded must be in receipt of the campaign badge or medal. In addition to meeting the criteria above, eligible veterans must have been separated under honorable conditions (i.e., the individual must have received either an honorable or general discharge).

Qualifications:

A VRA appointee may be promoted, demoted, reassigned, or transferred in the same way as a career employee. As with other competitive service employees, the time in grade requirement applies to the promotion of VRAs. If a VRA-eligible employee is qualified for a higher grade, an agency may, at its discretion, give the employee a new VRA appointment at a higher grade up through GS-11 (or equivalent) without regard to time-in-grade. If qualifications are not waived by the Agency, VRA candidates must be among the **best qualified** in order to be referred to the selecting official.

VEOA – Veterans Employment Opportunities Act of 1998

Eligibility:

An applicant must be a preference eligible OR veteran separated from the armed forces after 3 or more years of continuous active service performed under honorable conditions. Veterans who were released shortly before completing a 3-year tour are considered to be eligible. ("Active service" defined in title 37, United States Code, means active duty in the uniformed services and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary of the military department concerned.)

Qualifications:

The VEOA gives preference eligibles or veterans access and opportunity to apply for positions for which the agency is accepting applications beyond its own workforce under merit promotion procedures. **Access and opportunity are not an entitlement to the position and it is not a guarantee for selection.**

VEOA eligibles are rated and ranked with other merit promotion candidates under the same assessment criteria such as a crediting plan; however, veterans' preference is not applied. The appointing official may select any candidate from those who are among the **best qualified**. If selected, the VEOA eligible is given a career or career-conditional appointment, as appropriate.

Look for our next HR Tip regarding Qualification & Referral of VRA/VEOA eligibles