The U.S. Census Bureau HIRES Veterans

Attention: The U.S. Census Bureau is seeking VETERAN applicants preparing to enter the civilian labor force. As a veteran you need to be aware of Federal hiring authorities specifically for recruiting and placing veterans in government jobs for which they qualify. These authorities are not new but the Federal hiring process is evolving and managers must utilize every aspect of hiring reform to get positions filled quickly with the best candidates available – including those too often overlooked.

Veterans Hiring Options

NON-COMPETITIVE (NO PUBLIC ANNOUNCEMENT REQUIREMENT)

Veterans' Recruitment Appointment (VRA) – Allows Federal agencies to appoint veterans to positions for which they qualify up to the GS-11 level without competition. After satisfactorily completing 2 years of service, the veteran will be converted non-competitively to a career-conditional appointment. The following veterans (if they received either an honorable or general discharge) may be eligible for this appointment:

- Disabled veterans;
- 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;
- 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; and
- Recently separated veterans.

30 Percent or More Disabled Veterans – Allows Federal agencies to appoint veterans with a compensable service-connected disability of 30% or more non-competitively. Eligible candidates may be appointed to any position for which they are qualified, at any grade level. Initial appointments are time-limited; however, the individual may be noncompetitively converted to permanent status at any time during the time-limited appointment.

Please see instructions on reverse for how to apply to employment opportunities at the U.S. Census Bureau under the VRA or 30% Disabled Veterans Authorities.

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If you are a veteran with a disability and interested in being considered non-competitively with the Census Bureau, we need to receive the following documentation from you:

1. Resume
2. Copy of DD FM 214 (Copy 4), Certificate of Release or Discharge from Active Duty**
3. Copy of VA or Service letter (confirming minimum 30% disability*)
4. SF-15 (application for 10-point Veterans Preference*)
5. Copy of SF-50 (if current or past federal worker)
6. Copy of college transcript (if attempting to qualify using education)

* Not required for VRA appointments

** Or alternative documentation as named in The Veterans Opportunity to Work Act (VOW)

Please submit documents to the Selective Placement Coordinator at census.schedule.a.hiring@census.gov.

**COMPETITIVE (APPLICANT MUST APPLY TO A VACANCY ANNOUNCEMENT)**

**Veterans Employment Opportunities Act of 1998 (VEOA)** – Allows eligible veterans to apply for vacancy announcements when a Federal agency is accepting applications beyond its own workforce under merit promotion procedures. Eligible veterans are not granted preference in the selection process but they are allowed to compete for job opportunities that are not open to the general public.

The following may be eligible for this appointment:

- Veterans who are preference eligible (5 or 10 point);
- Veterans who separated after 3 or more years of continuous active service performed under honorable conditions. Veterans who were released shortly before completing a 3-year tour may also be eligible.

To apply under VEOA, eligible veterans should look for announcements on USAJOBS (www.usajobs.gov) that are limited to “status candidates" or VEOA eligibles. Although veterans are given the opportunity to apply for positions, it is important to note that there is no entitlement to a position or guarantee of being selected.

**Veterans Preference When Applying to Announcements Open to All US Citizens**

- Veterans are given preference based on pre-determined criteria (see www.opm.gov)
- Preference eligibles who meet the qualification requirements are assessed and placed in the appropriate quality categories—Gold, Silver or Bronze (Best Qualified, Well-Qualified, Qualified...based on score)
- Preference eligibles who meet the qualification requirements for the position and who have a compensable service-connected disability of at least 10 percent are automatically moved to the gold category

For further information, please contact the Selective Placement Coordinator in the Diversity and Inclusion Office at 301-763-4061 or email census.schedule.a.hiring@census.gov.