



## Wounded Warrior Career Development Program

U.S. military veterans with combat-related injuries can acquire career-based skills through DEVCOM ARL's Wounded Warrior Career Development Program. All Wounded Warrior hires are employed for a limited term (1–2 years) and receive extensive training, mentoring, and support to help them transition to civilian careers. The program offers flexible work schedules to assist participants in their pursuit of higher education. After completing the Wounded Warrior program, participants may be offered regular, full-time employment.

Contact DEVCOM ARL's Equal Employment Opportunity Office to learn more about the Wounded Warrior program.

## Noncompetitive Appointment of Certain Military Spouses

The U.S. Office of Personnel Management (OPM) authorized the noncompetitive appointment of certain military spouses to competitive service positions.

Military spouse eligibility is based on the following:

- Those who are relocating with their service-member spouse as a result of permanent change of station (PCS) orders, or
- Spouses of service members who incurred a 100% disability because of the service member's active duty service, or
- Spouses of service members killed while on active duty.

## Noncompetitive Appointment of People with Disabilities – Schedule A

An excepted service authority used to appoint persons with severe physical disabilities, psychiatric disabilities, and intellectual disabilities. Such individuals may qualify for conversion to permanent status after two years of satisfactory service.

## Disabled Veteran Leave Entitlement

Veterans with a service-connected disability rating of 30% or more from the Department of Veterans Affairs are entitled to up to 104 hours of disabled veteran leave for the purposes of undergoing medical treatment for such disability. Disabled veteran leave is a one-time benefit provided to an eligible employee. The employee will have a single, continuous 12-month eligibility period, beginning on the "first day of employment" in which to use the leave or it will be forfeited with no opportunity to carry over the leave into subsequent years. An employee may not receive a lump-sum payment for any unused or forfeited leave under any circumstance.

### HR Program Contact Information:

Email: [apply2arl@arl.army.mil](mailto:apply2arl@arl.army.mil)



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## Special Hiring Programs for Veterans, Military Spouses, and the Disabled





# Join DEVCOM ARL's workforce while receiving support and training to achieve your dreams and reach greater heights in your education and career.

## Veterans Recruitment Authority (VRA)

VRA is an excepted service authority used to appoint eligible veterans without competition. VRA appointments can be made up to the GS-11 or equivalent level. After two years of satisfactory service, the veteran is converted to a career-conditional appointment in the competitive service.

The following individuals are eligible for a VRA 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; or
- Veterans who, while serving on active duty in the Armed Forces, participated in a military operation for which the Armed Forces Service Medal was awarded; or
- Veterans separated from active duty within the past 3 years.

For more information please visit OPM:

OPM: <https://www.opm.gov/policy-data-oversight/veterans-services/vet-guide-for-hr-professionals/#6>.

## 30% or More Disabled Veterans

An agency may give a noncompetitive temporary appointment of more than 60 days or a term appointment to any veteran:

- retired from active military service with a disability rating of 30% or more; or
- rated by the Department of Veterans Affairs (VA) since 1991 or later to include disability determinations from a branch of the Armed Forces at any time, as having a compensable service-connected disability of 30% or more.

There is no grade level limitation for this authority, but the appointee must meet all qualification requirements, including any written test requirement.

The agency may convert the employee, without a break in service, to a career or career conditional appointment at any time during the employee's temporary or term appointment.



## Veterans Employment Opportunities Act of 1998 (VEOA)

The Veterans Employment Opportunities Act (VEOA) of 1998 provides that agencies must allow preference eligibles or eligible veterans to apply for positions announced under merit promotion procedures when the agency is recruiting from outside its own workforce. A VEOA eligible who competes under merit promotion procedures and is selected will be given a career or career-conditional appointment. Veterans' preference is not a factor in these appointments.

Eligibility: Applicants 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).

## STEM Veteran Direct Hire Authority

DEVCOM ARL Direct Hire Authority that provides the ability to noncompetitively hire a candidate to scientific and engineering professional and technician positions.