VRA Offers Preferential Hiring for Veterans

As our nation slowly de-escalates from wartime operations overseas, many veterans will confront the very challenging experience of transitioning from the profession of arms into another.

One law veterans may take advantage of is Veterans’ Recruitment Appointment (VRA) if they are interested in entering employment in the government sector.

According to the Office of Personnel Management’s (OPM) official site, VRA is an authority that allows employers to hire eligible veterans without competition. A veteran is eligible for hiring under VRA in a variety of circumstances, including if the veteran:

- Has a campaign badge for service during a war, campaign or expedition
- Is a disabled veteran
- Received an armed forces service medal for participation in any military operation
- Has separated within the last 3 years, under honorable conditions

A veteran may be appointed under VRA at any grade level up to and including a GS-11 or equivalent. Veterans’ preference points for veterans and veterans with a service-connected disability also apply when hiring under VRA. This is an entitlement enacted by Congress after the American Civil War. Its purpose is to recognize “the economic loss suffered by citizens who have served their country in uniform, restores veterans to a favorable competitive position for Government employment, and acknowledges the larger obligation owed to disabled veteran,” according to OPM.
There is no limit to the number of times a candidate can apply under VRA.

To take advantage of this program, the veteran must have the member 4 copy of their DD Form 214. If the veteran intends to apply for the 10-point hiring preference they must submit Standard Form 15 (SF-15), “Application for 10-point Veterans’ Preference.”

VRA is a program veterans should keep in mind while searching for employment, especially as the government is the single largest employer in our country.

“At any given time, today less than one half of one percent of our nation’s population is brave enough to volunteer to wear the uniform of a branch of our armed forces,” said DAV National Headquarters Executive Director Barry Jesinoski. “Taking advantage of things like VRA is something veterans have absolutely earned and should strongly keep in mind when seeking their next profession after military service.”