Hiring Veterans

NOAA’s Commitment to Hiring Veterans
Objectives

• To promote NOAA’s commitment and goals to hiring qualified veterans.

• To provide statistical data on how NOAA stands against Government-Wide statistics.

• To provide hiring managers and supervisors with information and tools to hire qualified veterans.
NOAA’s Commitment

• “Our Veterans are a national asset with the requisite skills, leadership, and dedication to help in our recovery efforts.” –Vice President Biden

• It is important that hiring officials are aware of the tremendous value that a qualified veteran can add to their organization. This benefit is coupled by the timely and efficient means by which they can fill critical vacant positions through using the veterans’ special appointing authorities.
Cascaded Organizational Goals

• DOC’s Organizational Goals
  • Go to the below link to see what DOC is doing to increase Veteran representation
  • http://hr.commerce.gov/Careers/Veterans/index.htm

• NOAA’s Organizational Goals
  • http://www.wfm.noaa.gov/veterans_recruitment.html
Statistical Data
## Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Representation and Hiring Data

<table>
<thead>
<tr>
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</thead>
<tbody>
<tr>
<td><strong>NOAA Veteran Representation</strong></td>
<td>12.20%</td>
<td>12.80%</td>
<td>13.30%</td>
<td>14.00%</td>
<td>14.80%</td>
<td>16.00%</td>
<td>17.30%</td>
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<tr>
<td><strong>Commerce Veteran Representation</strong></td>
<td>13.40%</td>
<td>13.20%</td>
<td>12.80%</td>
<td>12.20%</td>
<td>11.80%</td>
<td>11.90%</td>
<td>11.1%</td>
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<tr>
<td><strong>Government-wide Veteran Representation</strong></td>
<td>25.40%</td>
<td>25.00%</td>
<td>25.10%</td>
<td>25.20%</td>
<td>25.40%</td>
<td>25.10%</td>
<td>25.5%</td>
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<tr>
<td><strong>NOAA New Veteran Hires</strong> **</td>
<td>15.50%</td>
<td>14.30%</td>
<td>13.50%</td>
<td>15.60%</td>
<td>15.50%</td>
<td>17.40%</td>
<td>17.80%</td>
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<tr>
<td><strong>Commerce New Veteran Hires</strong></td>
<td>10.10%</td>
<td>12.10%</td>
<td>10.40%</td>
<td>9.50%</td>
<td>9.90%</td>
<td>9.80%</td>
<td>9.6%</td>
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<tr>
<td><strong>Government-wide New Veteran Hires</strong></td>
<td>17.40%</td>
<td>18.20%</td>
<td>19.10%</td>
<td>21.50%</td>
<td>22.10%</td>
<td>22.60%</td>
<td>22.7%</td>
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Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Representation Data Chart

- **NOAA**
- **DOC**
- **Govt-Wide**

Graph shows the comparison of veteran representation from FY 02 to FY 08 for NOAA, DOC, and Govt-Wide.
Comparative Analysis of NOAA vs. Federal Government-Wide Veteran Hiring Data Chart

- NOAA
- DOC
- Govt-Wide

FY 02 FY 03 FY 04 FY 05 FY 06 FY 07 FY 08
NOAA Historical Data on Veteran Preference Hires

<table>
<thead>
<tr>
<th>Fiscal Year (FY)</th>
<th>5 Point Preference</th>
<th>10 point Other</th>
<th>10 Point Disability</th>
<th>10 Point compensable Disability</th>
<th>10 Point 30% compensable Disability</th>
<th>Total</th>
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<tbody>
<tr>
<td>FY 2008</td>
<td>1828</td>
<td>24</td>
<td>56</td>
<td>148</td>
<td></td>
<td>152</td>
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<tr>
<td>FY 2007</td>
<td>1681</td>
<td>19</td>
<td>52</td>
<td>128</td>
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<td>128</td>
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<tr>
<td>FY 2006</td>
<td>1563</td>
<td>18</td>
<td>45</td>
<td>120</td>
<td></td>
<td>113</td>
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<tr>
<td>FY 2005</td>
<td>1480</td>
<td>16</td>
<td>39</td>
<td>108</td>
<td></td>
<td>103</td>
</tr>
<tr>
<td>FY 2004</td>
<td>1413</td>
<td>12</td>
<td>39</td>
<td>103</td>
<td></td>
<td>86</td>
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<tr>
<td>FY 2003</td>
<td>1376</td>
<td>11</td>
<td>39</td>
<td>98</td>
<td></td>
<td>76</td>
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<tr>
<td>FY 2002</td>
<td>1309</td>
<td>10</td>
<td>39</td>
<td>31</td>
<td></td>
<td>70</td>
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Special Appointing Authorities
Benefits to the Hiring Manager

Veterans Recruitment Appointment (VRA) Authority

- VRA allows a manager to fill positions quickly by appointing eligible veterans to positions for which they are qualified, up to and including GS 11 or equivalent, without issuing a vacancy announcement.

Veterans Employment Opportunities Act of 1998

- Allows a manager to consider highly qualified, non-status veterans along with comparable status applicants without using more restrictive competitive examination procedures.

30% or More Disabled Veterans

- Allows managers to quickly appoint eligible disabled veterans to any position for which they are qualified without issuing a vacancy announcement.

Disabled Veterans Enrolled in a Department of Veterans Affairs (VA) Training Program

- Allows managers to tailor training to the office and the individuals needs and appoint non-competitively to the position.
### Non-competitive Appointing Authorities

<table>
<thead>
<tr>
<th>Non-competitive Appointing Authorities</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Veterans Recruitment Appointment (VRA) Authority</strong></td>
<td>Allows the appointment of eligible Veterans, without competition, to positions at any grade level through General Schedule (GS) 11 or Pay Band III.</td>
</tr>
<tr>
<td><strong>30% or More Disabled Veterans</strong></td>
<td>An agency can give a noncompetitive temporary appointment of more than 60 days or a term appointment to any veteran with a disability of 30% or more.</td>
</tr>
<tr>
<td><strong>Disabled Veterans Enrolled in a Department of Veterans Affairs (VA) Training Program</strong></td>
<td>Allows disabled veterans eligible for training under the VA program to enroll for training or work experience under the terms and agreement between the VA and NOAA.</td>
</tr>
</tbody>
</table>

For eligibility criteria and additional information on any of the above authorities, please visit: [http://www.opm.gov/veterans/html/vetguide.asp#6](http://www.opm.gov/veterans/html/vetguide.asp#6)
Competitive Appointing Authority

Veterans Employment Opportunities Act of 1998

- Allows eligible veterans to apply for positions announced under internal merit assignment plan (MAP) as status applicants when the agency is recruiting from outside its own workforce and considering other status applicants from other federal agencies.
OPM Streaming Video on Special Appointing Authorities

Veterans’ Preference
Veterans’ Preference in Competitive Appointments

Why Preference is Given

- According to OPM, “Veterans’ preference recognizes 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 veterans.”

When Does Preference Apply?

- Preference in hiring applies to the filling of permanent, term and temporary positions in the competitive and excepted services of the executive branch during the competitive examining process.
Types of Veteran’s Preference

- 5 Point Preference
- 10-Point Compensable Disability Preference
- 10-Point 30% Compensable Disability Preference
- 10-Point Disability Preference
- 10-Point Derived Preference
### Types of Preference

<table>
<thead>
<tr>
<th>Preference</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>5-Point Preference</strong></td>
<td>Five points are added to the passing examination score or rating of a veteran who meet the conditions outlined in the Vet Guide.</td>
</tr>
<tr>
<td><strong>10-Point Compensable Disability Preference</strong></td>
<td>Ten points are added to the passing examination score or rating of a veteran based on a service-connected disability of 10% or more, but less than 30%.</td>
</tr>
<tr>
<td><strong>10-Point 30% Compensable Disability Preference</strong></td>
<td>Ten points are added to the passing examination score or rating of a veteran who served at any time and who has a compensable service-connected disability rating of 30% or more.</td>
</tr>
</tbody>
</table>
Types of Preference

10-Point Disability Preference
- Ten points are added to the passing examination score or rating granted to recipients of the Purple Heart and persons with a non-compensable service-connected disability (less than 10%).

10-Point Derived Preference
- Ten points are added to the passing examination score or rating of widow/widower, or mother of a deceased veteran, or spouse or mother of a disabled veteran.

For all eligibility criteria and additional information on any of the above preference types, please visit: [http://www.opm.gov/veterans/html/vetguide.asp#2](http://www.opm.gov/veterans/html/vetguide.asp#2)
OPM Streaming Video on Veterans’ Preference

Resources to Improve Veterans’ Hiring

Visit the following DOC site to view effective resources on finding qualified Veterans to fill essential vacant positions within your organization:

- http://www.hr.commerce.gov/s/groups/public/@doc/@cfoasa/@ohrmwebmaster/documents/content/prod01_007155.pdf
- Also, visit: http://vetsuccess.gov/
- Wounded Warrior Project, Warriors to Work: https://wtow.woundedwarriorproject.org/
- Marine For Life: https://www.m4l.usmc.mil/Public/m4lx/employers.aspx

This presentation was created by the Workforce Management Office (WFMO). If you have any questions on Veteran Hiring, please contact your Human Resources Specialist. Every line and staff office has a servicing Specialist and to contact your corresponding Specialist please go to: http://www.wfm.noaa.gov/contact_lists.html
• It is important to note that although the special appointing authorities are available for our use, you should be aware that we need to utilize them under the guidance of HR Bulletin # 20. Please click below to access HR Bulletin # 20: