Please stand by for realtime captions.

Good afternoon, everyone. If you are able to hear me, please give me that green thumbs up. I'm going to highlight this for a brief moment so that anyone who cannot hear me and give me the reds thumbs down. If you need assistive listening to the meeting, we do have close captioning. You can click the drop-down arrow arrow next to the CC and click show caption. You will get a box at the bottom of the screen that you can click and drag anywhere else that you would like to see. Without further ado. Let me turn over our meeting.

Good afternoon, everyone. My name is Marissa. I am a program specialist with HR two I would like to welcome all of you to Decembers HR community of practice. Today's topic is veteran hiring authorities. I would like to welcome our presenter day, Danny finds. He is part of that HR two team. Any questions that you may have during the course of this section, please feel free to place them in the chat box. Today we have Nicole and Andrea, who are also part of our HRTT team, they will be monitoring the chat box and answering any questions that come up. Please take a moment to ensure that you use the correct naming convention to sign and. This will be last name, first name, and location. This will ensure that you get credit for your attendance today in TMS. Without further ado, I will turn it over to Danny.

Good afternoon. I hope everyone can hear me. I will be presenting the veteran hiring authorities for the HR community of practice. Here is our agenda today. Were going to be going over the objectives and what this chain training is all about. Will be going over the different hiring authorities and an overview of each one of them, to include the VRA, the 30% disabled veterans and also the veterans employment opportunity act, better known as the VEOA. Were going to talk about schedule a and where you can find the hiring and authority resources and women over you and having answers the questions toward the end of the presentation.

We are going to do the difference between each of the hiring authorities. We want to be able to identify what documentation is a needed, with each one of the hiring authorities and also we included Schedule A. At the end of this, we want to determine which veteran is considered and which veteran hiring authorities they are eligible for.

When we look at the veterans hiring authorities, here are the three veteran hiring authorities that we are talking about. The veterans recruitment act, the 30% or more disabled veterans, and the VEOA.

Now, what is VRA? Formerly it was the veterans readjustment appointment. That naming has changed to veterans recruitment appointment. Basically what this is is someone that has served during a war on active duty and in receipt of a campaign badge. For example, if you served in operation Iraqi freedom and during freedom, that extradition would also be on your DD 214 Pickett would say the service member is part of this campaign. What is going on here with the screen? Okay. Thank you. All right. Veterans hired using the accepted appointment position for the competitive category, after they complete two years of service, the veteran will be converted into a career conditional or career appointment. VRA is basically a tool that is used for filling an entry-level to mid-level position. They are up to GS 11 or equivalent. VA -- VRA have the following categories. They are. You ask yourself, what are the benefits of a VRA? If you are trying to fill a position quickly, GS 11 or equivalent without an announcement, VRA can be used for that particular hiring recruitment to fill that authority or that position vacant very quickly. Better preference applied to making appointment of that VRA authority. You must have two or more VRA candidates and one or more is a preference eligible. And the agency must apply to that particular veterans preference. You cannot place a VRA candidate in a separate group or consider them as a source in order to avoid applying preference to two or more candidates. What documentation do you use? Here is a DD 214 and what you would be looking for in placing someone in the VRA. The area where it is labeled one, this is where you find the campaign badge are expeditionary medal receipt of an Armed Forces servicemember metal global war terrorism, Iraqi freedom, et cetera. That is where you would find that. Number two is where we find if they recently separated within three years of discharge. He would be looking and that number two area to find out if it was in the last three years. Number three, in that area, this is where you would find if they separated under honorable conditions. It is either honorable or a general discharge. We will go into what those are and why it is important that it is either honorable conditions.

Here is the first poll question. If a veteran can be separated under any conditions to be eligible for a VRA? True or false? Fantastic. All right. The answer is false. Now, as we spoke about before, a veteran must be discharged under honorable conditions in order to be eligible for the VRA appointment. Again, when you're looking at the DD 214 going to going to see on their the type of discharge that that veteran got or received, and then what you're going to do is verify that. As long as it is under honorable conditions, that veteran is eligible for that.

30% or more disabled veteran. The authority enables a hiring manager to appoint eligible candidates to any position for which he or she is qualified without competition. Unlike the VRA, under 30% disabled vet, there are no grade level limitations. Initial appointment or time-limited, lasting more than 60 days. However, you can on competitively convert the individual to a permanent status at any time during the limited appointment. This authority is also a good tool for filling positions at any grade level quickly. The 30% DAV eligibility applies it to the following categories listed on the screen here. Disabled veterans who were retired from active duty with 30% or more, and anyone with compass citable related connected disability of 30% or more or disabled veteran rated by the Department of Veterans Affairs and having a service-connected disability of 30% or more. What are the benefits? 30% or more disabled vets is an effective way to quickly point a veteran to any position. Unlike the previous VRA, this is a non-graded specific. It is another tool to hiring veterans. This is also a noncompetitive appointment authority.

What does a VA rating letter look like? What are we looking for when we look at a rating letter? This is a letter cut by the Department of Veterans Affairs. Where it is highlighted in red, it will state the amount of percentage awarded to the veteran. As you're looking at this letter, you have got to make sure that it is at least 30% or more rating. And then you know that the veteran is and then eligible for the VRA are 30% disabled veteran. Excuse me.

Knowledge check. Select the correct eligibility for the 30% disabled vet authority. I will give you another 30 seconds or so to put in your things. Okay. If we can and the poll. Put the slides back up, please. All right. The answer is eight. Disabled veterans were retired from active duty with service-connected disability of a rating of 30% or more is the correct answer.

Okay. The next hiring authority is the veterans employment opportunity act of 1998. Sorry about that question there. I may have messed that one up. Apologies. Let's talk about VEOA. This flexibility gives preference eligible at defined under five USC 21 await as of otherwise only would have been available to status employees. In VEOA appointments, prefaced eligibles are not accorded a preference as a factor, but they are allowed to compete for job opportunities that are not offered to other external candidates. Select keys under VEOA will be given a career or career conditional appointment. VEOA is based on the public law 106 to 27 and is documented on a DD 214. In order for this, they must appoint VEOA eligibles who have competed under eligible merit production announcements when they are recruiting outside the agency or P.A. This eligibility request to the following categories. The latest discharge must be under honorable conditions. As a veteran who has substantially completed three or more active-duty service. That is a key thing there. Make sure that they have completed at least three or more years of active duty service.

What the benefits, right? We briefly covered on this. It gives a manager to be able to consider highly qualified non-status preference eligibles and veterans without using more restrictive competitive examination procedures. VEOA falls under the , they don't need to live within commuting distance to be considered. That is another positive thing about this. They don't have to be within the local community area to be considered for that particular announcement.

Back to the 214, where we used to before. You're going to look at section 1 for the type of discharge. You are going to make sure it is under honorable conditions in section 1. And then in section 2, you are going to ensure that they have completed three or more years of active duty service. Again, area one for the general honorable conditions and then area to which is where you check to see if they have completed three or more active-duty years.

The poll question. Eligibility for the VEOA appointing authorities include the following , A, HRTT, C , or select all that apply. All right. We will give you another few seconds of the year to finish voting. We will close the pool. Okay. We can go back to the slides. All right. So here is the answer. Remember that the latest discharge must be under honorable conditions, a veteran who substantially completed three or more years of active service. And also is a preference eligible veteran. Okay. All right. Schedule a mother not specifically for veterans, that schedule a hiring authority for people with disabilities -- intellectual disabilities or severe physical disabilities or psychiatric disability under the five CFR is an accepted authority that agencies can use to appoint eligible veterans who have a severe physical, psychological, or intellectual disability. Utilizing the Schedule A authority -- because it is an accepted noncompetitive appointment authority for the use of Schedule A authority can be excluded from the merit promotion process. Local facilities and should be comfortable in reviewing in collective bargaining agreements for specific exclusions, including Schedule A authority. Advice to the following categories. Schedule A . The Schedule A plant letter must be showing that they are eligible for the hiring authority. It must be obtained from a licensed medical of the professional, position, P.A., a doctor or nurse practitioner. Again, a licensed medical professional certified by state or in U.S. territory, and we will have an example of a letter so that you can see what the letter should look like.

Soap. The benefits of doing a schedule a. Again, the schedule eight applicants can be accepted and considered even after a job announcement is closed, all the way up to the point where a job offer is made. It allows the qualified individuals to be hired very quickly, often within weeks. It can be a quick process. Also, you don't need to have a public notice of vacancy when using a Schedule A appointee. One of the key factors is the the candidates can apply even after the announcement closes all the way up to a job offer is made. There is no limitation as to how far or how long or when a veteran or a candidate that uses a Schedule A has to use it. It can be used with any GDS or wage grade level. There is no limit to how many times as schedule a can be used. Say, for instance, if I used it for my last job and I keep applying. There is no limit that I can't use it for every job that I apply for. So, please, there is no limit to how many times a candidate can use the letter itself. Veterans with disabilities can be hired via schedule a. You can use centralized funds. For instance, if someone needs reasonable accommodation, the funds can be used to have reasonable accommodations for that individual. And furthermore, state or community funds may pay for the additional training or support services that that veteran or that individual might need.

So, you ask what does a Schedule A letter look like? For instance, what you have here on the screen. A letterhead is not required, but it is preferred. The letter must state that the applicant is specifically eligible for Schedule A hiring authority, as shown in this example. The letter must be signed by a licensed medical professional or licensed vocational rehabilitation specialist or any federal agency, state emergency, or District of Columbia that issues disability benefits. The letter does not include number one -- number two and number three, it is not an acceptable letter to verify the eligibility for a schedule a. Even though number one is not required, it is preferred. The organization that is issuing the letter can be identified on the letter and that agency can be contacted if there are any issues with the letter that was presented. Again, the mandatory ones are 2 and 3. 3 is the signature of the medical professional. I will pause for a second so that you can look at the letter for a few seconds before I go to the next slide.

Hey, Danny. Somebody is saying that they only see a blank screen with red boxes. Is anybody else seeing that, or are you seeing the actual letter?

I see the letter from my end. That individual may have to log out and log back in. It could be on their end.

Okay. It looks like everybody else sees it. That is good to know. I just wanted to make sure before we moved on that everyone was able to see the letter. Thank you.

Fantastic. I appreciate it. If for some reason you cannot see the letter, and all you see are the blocks. The best thing would be for you to just lock out of the Adobe connect and log back in. Hopefully that fixes the image issue. These slides will also be posted on our SharePoint site. In the recording for this training will also be located there. If, in fact, you're not able to see the slides, they will be posted on the HRTT SharePoint site with a recording. I would say give us until at least tomorrow morning, and you will see the slides and recording from today's training session. Okay? So the poll question. The Schedule A appointing authority is a veteran appointing authority only? Is that true or false? You can also download the slides that is right there in the PDF. You can download the slides now. But the actual recording will be posted with our slides by tomorrow morning. We still have some folks that are voting. Don't be shy out there. Cast your votes.

Even though I know the answer.

So we have got a little over half that have voted. We will go ahead and close the pole. Go back to the slides. Thank you. All right. The answer is false. It doesn't have to be. But typically, veterans do have the ability to go to their providers and request a letter be done by one of their providers. RA. Just a quick knowledge check here. What are the three hiring authorities that we have discussed today? Just keep in mind that Schedule A is not a strictly veteran appointing authority, but it is an appointing authority that veterans can use. All right. So the answer is A. Keep in mind that Schedule A is not a strictly veteran hiring authority. So the three that we discussed where were we RA, 30% DAV, and VEOA. All right. If a veteran preference eligible meets the requirements for multiple appointing authorities, they should be considered for all eligible hiring authorities. For example, I am a veteran. I made about qualifications for both the RA and 30%, and if I meet those, then I need to make sure that I am referred under both eligibility's. Always just keep that in mind when you are going through a veteran, if they apply for both and meet both, they should be referred under both eligibility's.

Talking about some of the hiring authority resources. Where can we find these? I would go to the OPM.gov website. Navigate to where it says policies. You will see the types of appointments that a vet can have. Under hiring information and under veteran services, that is where you are going to find more information under the hiring authority. So we are going to do a quick review here. Kind of go over the three hiring authorities and also the Schedule A. Under the RA, just kind of remember that it is in grade limited to a GS 11 or equivalent grade level. Veterans are hired under using accepted appointments to positions in the competitive service. And also after an individual completes two years of service, the veteran must be converted noncompetitive lead to a career or career conditional appointment. This is a great tool for filling entry-level, mid-level positions. And the documentation needed are the DD 214 and/or the VA rating letter.

30% disabled vet. Again, this gives the hiring manager the eligibility to fill any position for which that individual is qualified without competition. Again, unlike the RA, there is a no grade level limitation to the 30% DAV. Initial appointments are limited, time-limited can and cannot competitively be converted to an in permanent status at any time during the time-limited appointment. It is also a good tool for filling the positions very quickly. And it is documented by the VA letter rating from the Department of Veterans Affairs. Remember, that letter that we had on the screen, there were two sections that needed to be -- number 2, with the hiring authority, saying that the individual has a schedule a limitation or disability. The third one was the signature block and signature. Remember, the letterhead is not mandatory, but it is preferred because that is how they can double check which facility or provider and the contact information in case there are any issues with that particular letter.

VEOA. Again, this one gives the flexibility for preference eligibles. Remember, certain eligible veterans can access jobs that otherwise would not be available to status employees. These VOA veterans will be given career or career conditional appointments. Remember, veterans under the VEOA do not have to live in the local commuting distance in order to be considered for the positions. This is also documented in their DD 214 and the VA rating letter.

I see one of the question reference for performance to a GS 13. If I am not mistaken, which, Andrea, I think you can answer that one.

To answer that question, the question was that if opposition has a full performance level of a GS 13, but it is posted at the GS-9 level, could the RA be used. As long as it is only being unannounced at the nine or 11. It was announced at the 13 only, then, no. But they would be eligible at the VRA at the nine or 11 only. Currently that answers your question.

Fantastic. Smack right. Schedule a. Schedule a is not a veteran only authority, but we added it today because veterans do have the ability to go to their providers and request a schedule a letter so they can also compete for these types of special hiring authorities. We talked about the letter for the Schedule A and what is required and what is preferred. In the example is in the slides so you can take the slides and kind of look at those letters if you haven't seen one already so as you are working the wiring action, you just verify those two mandatory areas in the hiring authority letter Josh I'm sorry, in the Schedule A letter.

Any questions? Please drop them down in the chat box. We will get an answer to you. Some good questions have come through the instruction. I definitely appreciate your insight and your questions and your attentiveness during this course. The last slide here kind of covers all the resources where you can find the different authorities and resources. Great resources that you can use when you are looking at these different hiring authorities and the requirements. So please use these resources that are on the back of the slides, because they will be your best friend.

I appreciate everyone attending today's session. If you have any questions, please drop them down in the chat box so we can get those questions to you. I will pause for a couple of minutes to get any additional questions that we can answer today. Again, I will say that by tomorrow morning, we will have the slides and the recording from today's event located in our SharePoint site, the HRTT SharePoint site. Those files will be there, and they will be classified by FY, and then by the month and then located within that month, you will see the slides in the recording for that. I will drop down the HRTT SharePoint site so you can go in there and you can go looking for previous trainings that we have done and the location of where those files are and where you can retrieve them.

Again. Thank you very much for your time today. Enjoy yourself and have a great weekend. I will turn it over to Marissa to take it over from here. Thank you and have a great day.

Thank you, Danny, for providing us with too much information, whether it is for yourself or a family member, a customer we service. This is stuff that is very valuable in our day-to-day life. I would also like to thank Andrea and Nicole for their assistance with our questions in the chat. We will stay on a couple more minutes so we can capture all of your questions. Our goal is to make sure that we get you all of the information that you need. Of course, thank you to Leigh, our course advocate for her continued support . And lastly, thank you participants for your time. We know that time is valuable these days. Our topic, our HR community topic for January will be on reasonable accommodation. Myself and the HRTT team, we look forward to seeing you there. If you were to take a moment, I am going to drop a link in the chat box. Take a moment to let us know how we are doing. We wanted to keep bringing these trainings and doing the best job that we can. So if you have the time, fill out the little tell us how we are doing. With that, I hope you enjoy the rest of your day. We will see you soon.

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