

FFAS supports the U.S. Department of Veterans Non-Paid Work Experience Program which helps to place eligible veterans in temporary federal positions and provides a monthly subsistence allowance while gaining and strengthening skills. FFAS also supports the U.S. Department of Defense Operation Warfighter Program, which provides recuperating service members with meaningful activity outside of the hospital environment and offers a formal means of transition back to the military or civilian workforce.

Hiring Veterans



Military family members and spouses may also be eligible for hiring assistance; visit www.fedshirevets.gov for more information.

This brochure is for informational purposes only; other eligibility requirements and restrictions may apply.

To learn more about the FFAS Veterans Employment Program, visit www.fsa.usda.gov/veterans. The following weblinks provide more information about the Farm Service Agency (www.fsa.usda.gov), Risk Management Agency (www.rma.usda.gov) and Foreign Agricultural Services (www.fas.usda.gov).

For more information regarding the FFAS Veteran Employment Program, contact:

Shannon Logan
Veteran Employment Program Manager
355 E Street SW
Washington, D.C. 20024
Shannon.logan@wdc.usda.gov

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United States
Department of
Agriculture

Farm and Foreign Agricultural Services

Veterans: Federal Government Hiring Authorities



Military veterans are eligible for special and expedited federal hiring authorities that recognizes your service to the country. Identifying your eligibility will enhance your job search.

What are the special federal hiring authorities available for military veterans?

These special authorities represent a few of many appointing authorities that agencies can use entirely at their discretion. Veterans are not entitled to appointment under any of these authorities. Special hiring authorities include:

Veterans' Recruitment Appointment (VRA).

Federal agencies can appoint eligible veterans to positions without competition. If you have a campaign badge for service during a war or in a campaign or expedition, are a disabled veteran, have an Armed Forces Service Medal for participation in a military operation, or are a recently separated veteran (within the last 3 years); and were separated under an honorable or general discharge, you are eligible. You can be appointed under this authority at any grade level up to and including a GS-11 or equivalent.



Veterans Employment Opportunities Act (VEOA).

This is a competitive appointing authority that can only be used when filling permanent, competitive service positions, and allows veterans to apply to announcements that are only open to current competitive service employees. Your latest discharge must be honorable or general, and you must be a veteran who substantially completed 3 or more years of active service, or have "veterans preference" eligibility as defined in title 5 U.S.C. 2108(3)). You must rate and rank among the best qualified when compared to current employee applicants in order to be considered for appointment.

Thirty Percent (30%) or More Disabled Veteran.

This allows any veteran with a 30% or more service-connected disability to be non-competitively appointed. You are eligible if you are retired from active military service with a service-connected disability rating of 30% or more; or have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more.

Disabled Veterans Enrolled in a VA Training Program.

Eligible veterans may enroll for training or work experience at an agency under the terms of an agreement between the agency and Veterans Administration. While enrolled in the VA program, the veteran is not a Federal employee for most purposes but is a beneficiary of the VA. Training is tailored to the individual's needs and goals, so there is no set length. Upon successful completion, the host agency and VA give the veteran a Certificate of Training showing the occupational series and grade level of the position for which trained, which allows any agency to appoint the veteran noncompetitively under a status quo appointment which may be converted to career or career-conditional at any time.

Schedule A Authority.

Though not specifically for veterans, this authority is for people with disabilities, and allows agencies to appoint eligible veterans who have a severe physical, psychological, or intellectual disability. To be eligible, you must provide documentation of the disability from a licensed medical professional, a licensed vocational rehabilitation specialist, or any federal or state agency that provides disability benefits.