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	Command-wide Recruitment and Outreach Materials VETERANS READJUSTMENT APPOINTMENTS	
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VETERANS READJUSTMENT APPOINTMENT (VRA) SEVERELY DISABLED VETERANS

Special Employment Programs

The U.S. Army Corps of Engineers is committed to providing employment and job advancement opportunities for qualified disabled Vietnam and Post-Vietnam era veterans.

OPPORTUNITIES FOR VETERANS

Special appointing authorities for initial appointment to the Federal Service are available for veterans. The Veterans Readjustment Appointment (VRA) program allows certain eligible Vietnam veterans (those who served any time during the period August 5, 1964 through May 7, 1975) and post-Vietnam era veterans (those who first

became members of the Armed Forces after May 7, 1975) to be appointed noncompetitively to Federal civilian jobs.

Individuals appointed under a VRA are hired for two year periods in the Excepted Service. Upon successful completion of a VRA, eligible individuals may be converted to a permanent appointment in the Competitive Service.

Severely Disabled Veterans

Disabled veterans with a service-connected disability of 30% or more have eligibility preference over other eligible veterans for appointment. Eligible veterans with a service-connected disability of 30% or more can be hired non-competitively with no time limit.

ELIGIBILITY FOR VRA APPOINTMENTS

Post Vietnam-Era

Veterans and Vietnam-Era Veterans are eligible for a VRA if you served for a period of more than 180 days active duty all or part of which occurred after August 4, 1964, and have other than a dishonorable discharge.

ELIGIBILITY

Exceptions to Basic Eligibility Requirements

- The 180-day service requirement does not apply to:
 1. Veterans separated from active duty because of a service-connected disability, or
 2. Reserve and guard members who served on active duty during a period of war (Persian Gulf War) or in a military operation for which a campaign or expeditionary is authorized.

Length of Eligibility for:

- **Vietnam Era Veterans**
Eligible Vietnam Era Veterans qualify for a VRA appointment until 10 years after separation or until December 31, 1995, whichever is later.
- **Post-Vietnam-Era Veterans**
Eligible post Vietnam-Era Veterans qualify for VRA

appointments for 10 years after date of last separation from military service or until December 31, 1999, whichever date is later.

Waiting Period for Military Retirees

If you are a retired member of the Armed Forces, generally you may not be appointed to a civilian job in a Department of Defense (DoD) activity within the 180-day period following retirement. If you are a soon-to-be or recently retired military member seeking employment with the Corps of Engineers, contact the Corps Human Resource Office where you are applying for a position, for information about this requirement and exceptions to this rule which may apply to you.

APPOINTMENTS

Job Opportunities and Training

- Under a VRA you can be appointed to a position up to the GS-11 level or equivalent under other Federal pay systems. Your eligibility for a position will be based upon the education and experience that you possess which meet the requirements of the job being filled.

- If you have less than 15 years of formal education, you will be entered into a formal, mandatory training program. This training could be on-the-job or formal classroom training. If you have more than 15 years of education, you will not be required to complete a training program. However, you will be provided the same opportunities and be encouraged to participate in training programs which are available to all other Corps members.

How To Apply

The interested veteran who is eligible for a Veterans Readjustment Appointment should contact the Corps of Engineers Human Resource Office in the geographic location where you want to work to find out about job openings. Under a VRA, you may be hired without competition for any position for which you apply and are qualified.

Documentation Required

- In addition to a completed SF-171 Application for Federal Employment you will need:
- Form DD-214, Certificate of Release from Active Duty, and
 - Veterans Administration documentation issued within the preceding year of disability ratings of 30 percent or more within the preceding year (if applicable).