

Other Special Hiring Authorities for Veterans

Disabled Veterans Enrolled in a VA Training Program

Disabled veterans eligible for training under the VA vocational rehabilitation program may enroll for training or work experience at an agency under the terms of an agreement between the agency and VA. While enrolled in the VA program, the veteran is not a Federal employee for most purposes but is a beneficiary of the VA.

Upon successful completion, the veteran receives a Certificate of Training from the host agency and the VA showing the occupational series and grade level of the position for which the veteran was trained. The Certificate of Training allows any agency to appoint the veteran non-competitively under a status quo appointment, which may then be converted to a career or career-conditional appointment at any time.

Wounded Warrior Program (WWP)

The Wounded Warrior Program (WWP) is a Department of Defense program that allows federal agencies to hire 30% or more disabled veterans. Individuals can be hired under one of the following hiring authorities: Schedule A (persons with disabilities), Veterans Recruitment Appointment (VRA), or 30% or More Disabled Veterans.

Operation Warfighter Program (OWF)

The Operation Warfighter Program (OWFP) is a Department of Defense program that allows agencies to select qualified wounded, ill, or injured Service members for unpaid internships.

Eligible individuals work with the Department of Defense to participate in this program. USCIS works with the Department of Defense and OWFP participants before and during their volunteer experience.

Interested in a career with USCIS?

Network with our offices

Connect with our many USCIS offices to see what positions are available in your area. Ask how you can submit your non-competitive application if you are eligible.

Apply Online

We encourage you to search for and apply to our jobs at <https://uscis.usajobs.gov>.

We accept applications from those who are non-competitively eligible and many of our job postings are open to all U.S. Citizens.

Additional information about working for USCIS



Visit: www.uscis.gov/careers

Contact us:

- For questions about any of our job announcements posted on USAJOBS, email us at: hrocstaffinghelpdesk@uscis.dhs.gov
- For questions about non-competitive hiring authorities, email us at: uscistalentacquisition@uscis.dhs.gov



Veterans Hiring Authorities

Continuing your Service



U.S. Citizenship and Immigration Services

30% or More Disabled Veterans

A non-competitive appointment of a qualified veteran to a temporary or term position. This appointment can be converted to a permanent position at any time during the temporary or term appointment.

Eligibility

Veterans separated under honorable conditions who are:

- Retired from active military service with a disability rating of 30% or more; or
- Rated by the Department of Veterans Affairs as having a compensable service-connected disability of 30% or more.

Supporting Documentation

- DD-214 (Certificate of Release or Discharge from Active Duty) showing character of service; and
- A letter from the Department of Veterans Affairs (VA) showing the combined service-connected disability rating, or other acceptable documentation.

Veterans Recruitment Appointment (VRA)

A two-year, non-competitive appointment of a qualified veteran to a position in the excepted service starting at the GS-11 level or below. After completion of the two-year appointment, the veteran's appointment is converted to the competitive service.

Eligibility

Veterans separated under honorable conditions who are:

- Disabled veterans; or
- Veterans who served on active duty in the Armed Forces during a war, or in a campaign or expedition for which a campaign badge has been authorized; or
- Veterans who, while serving on active duty in the Armed Forces, participated in a United States military operation for which an Armed Forces Service Medal was awarded; or
- Recently separated veterans (within the past 3 years).

Supporting Documentation

- DD-214 showing character of service; and
- If applying based on your preference as a disabled veteran, you must submit your letter from the Department of Veterans Affairs (VA) showing the combined service-connected disability rating, or other acceptable documentation.

Veterans Employment Opportunities Act (VEOA)

A competitive appointing authority that allows eligible individuals to apply to merit promotion job announcements (those open to federal employees), if the job announcement is open to individuals outside that agency.

Note: This is not a non-competitive hiring authority and individuals must apply to an open job announcement on USAJOBS.

Eligibility

Veterans separated under honorable conditions who are:

- Preference eligible (CPS, CP, XP, SSP, TP); or
- Separated from the armed forces after 3 or more years of continuous active service performed under honorable conditions.

***Note:** individuals who have held a general schedule (GS) position within the past 52 weeks, under non-temporary appointment, must meet time-in-grade (TIG) requirements.

Supporting Documentation

- DD-214 showing character of service; and
- If applying based on your preference as a disabled veteran, you must submit your letter from the Department of Veterans Affairs (VA) showing the combined service-connected disability rating, or other acceptable documentation.



U.S. Citizenship and
Immigration Services

U.S. Citizenship and Immigration Services (USCIS) administers the nation's lawful immigration system, safeguarding its integrity and promise by efficiently and fairly adjudicating requests for immigration benefits while protecting Americans, securing the homeland, and honoring our values.