

Veterans Employment Opportunities Act (VEOA)

July 2007

For Additional Information: (703) 696-6301, Team 4; Staffing Advisory 3, DSN 426-6301

VEOA is a competitive service appointing authority that allows eligible veterans to compete alongside current merit promotion eligibles. In order to be referred, VEOA eligibles must rate and rank among the best qualified using the same crediting plan as for agency candidates.

Important things to note about the VEOA are:

It was never intended to be a form of noncompetitive entry, such as provided by VRA.

It CANNOT be used to make temporary, term, or excepted service appointments.

It is not applicable unless an agency (DoD) is accepting applications from outside its own workforce and under merit promotion procedures.

A recent Merit Systems Protection Board decision in *Jolley v. Department of Homeland Security* makes it clear that ALL VEOA eligibles, regardless of location or employment status, may apply for vacancies advertised: 1) under merit promotion procedures, and 2) when the agency will accept applications from outside its own workforce.

When recruiting from outside the DoD workforce you must accept applications from all VEOA eligibles. If an applicant applies as a VEOA eligible, you should refer him or her as such, as well as under any other appointing authority he or she indicates. You should not try to guess or determine what eligibilities an applicant may possess. Further, applicants have an expectation to be referred when they apply and qualify. If you must accept applications from VEOA candidates, you must also refer them if among the best qualified.