



VA's Veterans Employment Initiative

VA for Vets Program Briefing

March 2013



An HR&A Initiative to invest in people development, workforce engagement and talent management for the delivery of high-quality healthcare, benefits and other services to Veterans and their families.



U.S. Department
of Veterans Affairs

Model for Federal Veteran Employment



Veterans Career Center

- Skills Translator
- Resume Builder
- Job Search
- Skills Assessment

Results

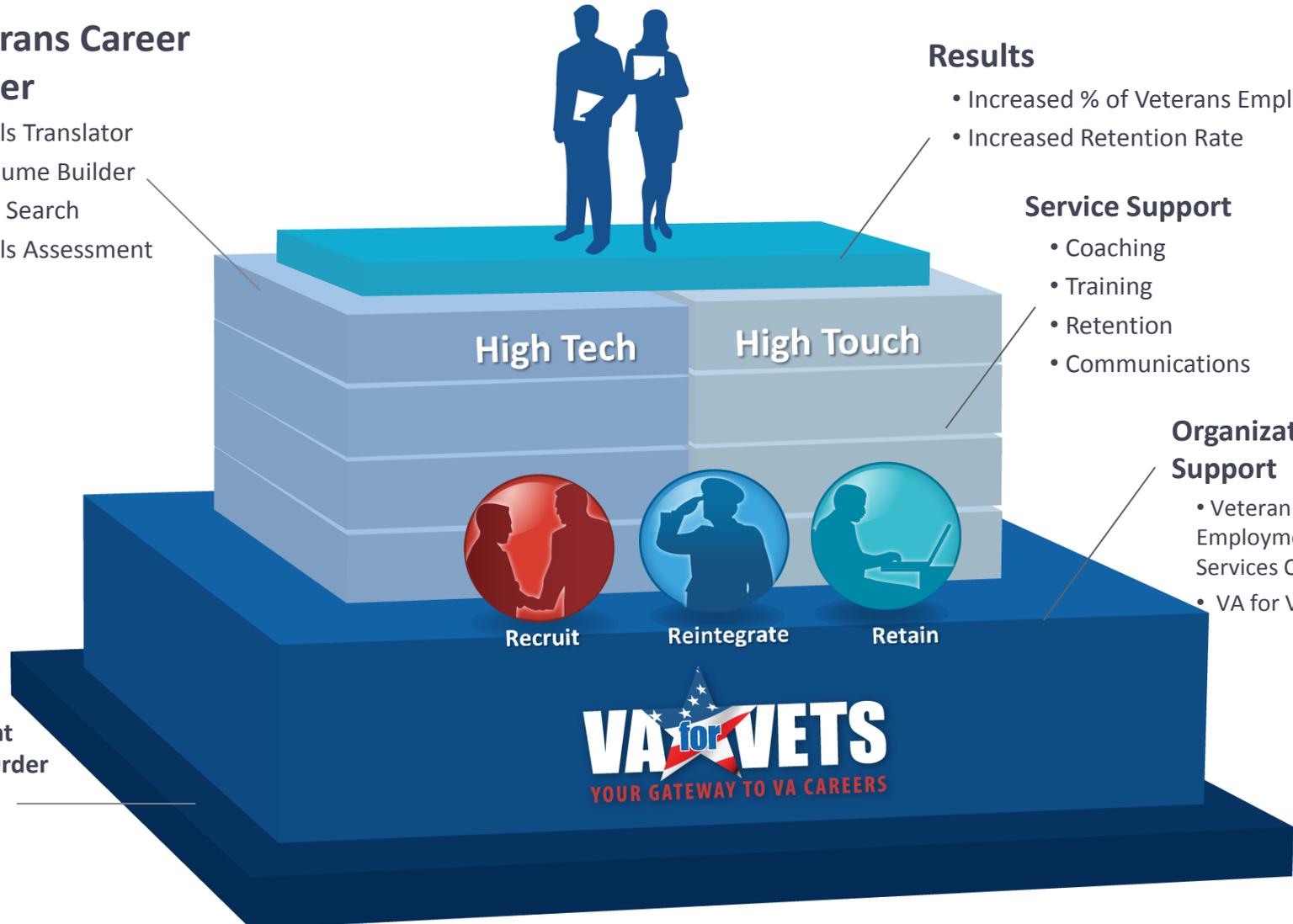
- Increased % of Veterans Employed
- Increased Retention Rate

Service Support

- Coaching
- Training
- Retention
- Communications

Organizational Support

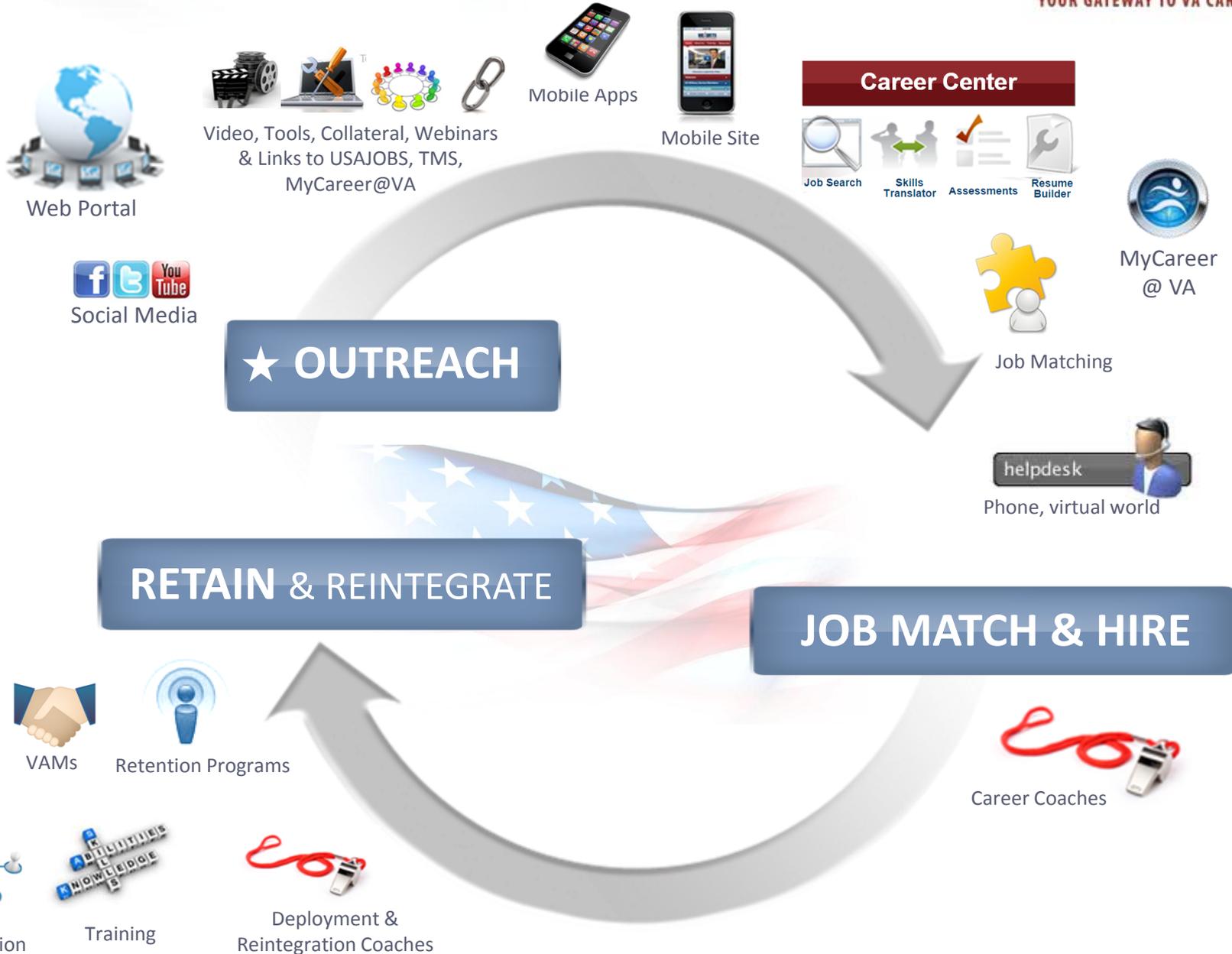
- Veteran Employment Services Office
- VA for Vets



Veteran Employment Executive Order

VA Major Initiatives

Leveraging a High Touch & High Tech Solution to Connect with Veterans



High Touch Coaching



Career Coaches

- Provide job search coaching to Veterans seeking employment at VA
- Offer resume building and career guidance to Veterans
- Educate Veterans on the Career Center tools

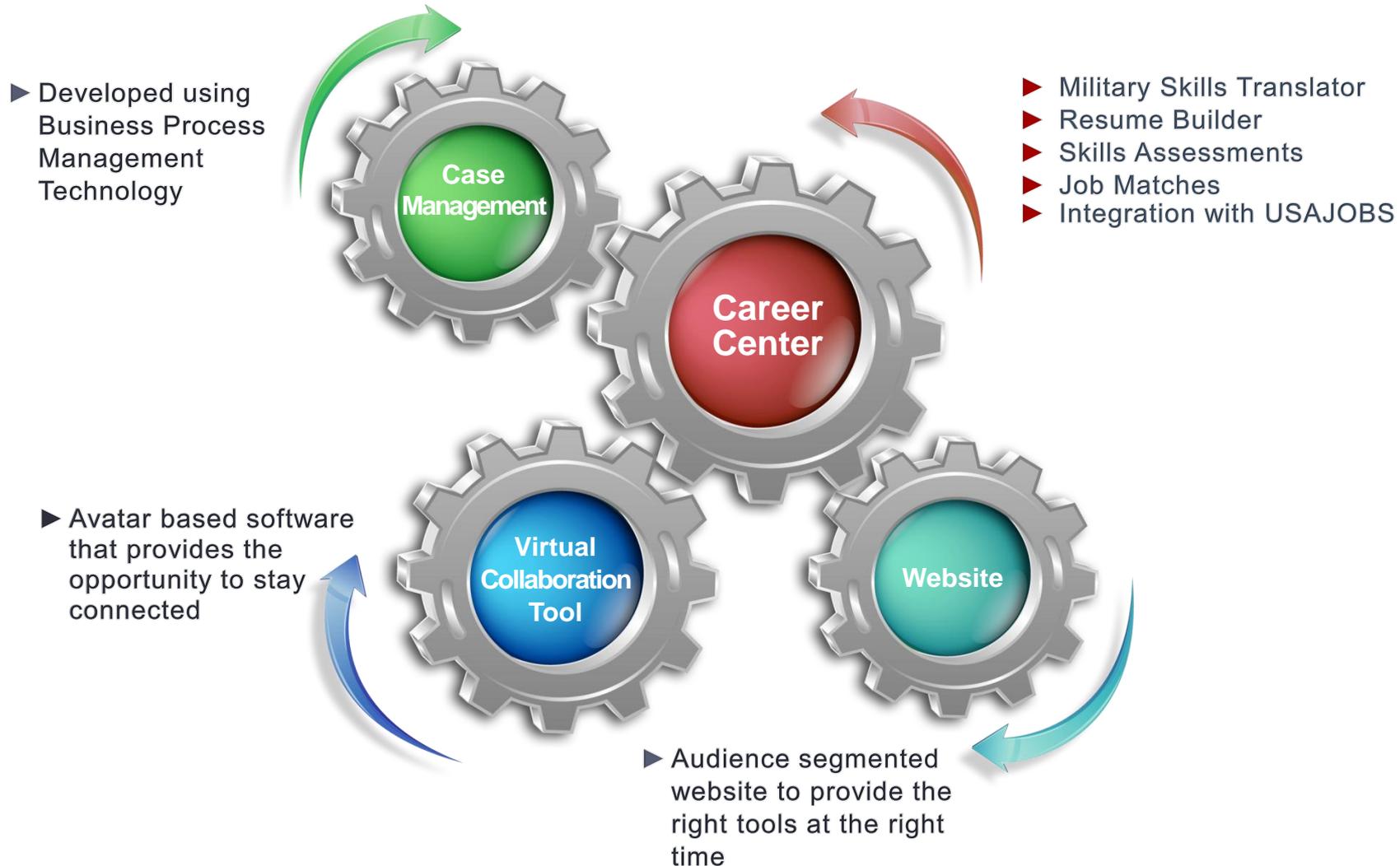
Reintegration Coaches

- Dedicated point of contact to facilitate a smooth transition during the deployment and reintegration processes
- Educate service members and supervisors about deployment and reintegration tools
- Provide transition assistance and collaborative coaching to the work unit

Help Desk Technical Support

- Single contact for all customer technical assistance
- Multiple points of access – phone, email, and instant messaging

VA for Vets High Tech Services



VA for Vets Demonstration

VETERAN PREFERENCES

VETERAN APPOINTING AUTHORITIES



- 5 or 10 Point Preference
 - Resume point scale
 - Category Rating
- Veteran Employment Opportunities Act of 1998 (VEOA)
 - Gives eligible Veterans access to jobs that would otherwise only be available to status employees.
 - Veterans are not afforded preference as a factor, but they are allowed to compete for job opportunities that are not offered to other external candidates.
- Veterans' Recruitment Appointment (VRA)
 - VRA eligible Veterans may be appointed up to the GS-11 or equivalent position.
- 30 Percent or More Disabled Veterans
 - Eligible Veterans can be appointed to a position without competition.
 - Must be qualified for the position.
 - Unlike the VRA, there is no grade-level limitation.

Contact



www.VAforVets.VA.gov

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