



### Veterans' Preference

#### Why do we grant veterans' preference?

The Federal Government grants veterans' preference to:

- Prevent veterans seeking Federal employment from being penalized for their time in military service.
- Recognize the economic loss suffered by people who served their country in uniform.
- Restore veterans to a favorable competitive position for Federal Government employment.

#### What does veterans' preference entail in competitive examining?

In competitive examining, veterans' preference places veterans at the top of the appropriate quality category.

#### When does veterans' preference apply?

Veterans' preference applies to:

- Competitive examining process for permanent (career) jobs, temporary positions, and term appointments
- Excepted service appointments

#### When does veterans' preference not apply?

Veterans' preference does not apply to:

- Senior Executive Service
- Positions which require Senate confirmation
- Internal promotion procedures
- Positions filled noncompetitively (transfers, reassignments, change to lower grade, or reinstatement)



# Human Resources Solutions

## Staffing and Placement Overview Training

### Who gets veterans' preference?

Veterans' preference is applied to:

- Certain veterans based on qualifying service
- Certain disabled veterans
- Certain spouses, widows, widowers, and mothers of deceased or disabled veterans

### Where can I get more information?

More information on veterans' preference is available later in this training as well as at OPM's veterans services Vet Guide: <http://www.opm.gov/staffingPortal/Vetguide.asp>.