

Adjudicating and Applying Veterans' Preference Course

Ensure compliance with veterans' preference laws by learning to adjudicate claims and apply preferences in federal hiring and appointments.

Group classes in Live Online and onsite training is available for this course. For more information, email onsite@graduateschool.edu or visit: <https://sdfm.graduateschool.edu/courses/adjudicating-and-applying-veterans-preference>



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Course Outline

Module 1: History of Veterans' Preference and Definitions

- Understand the history of veterans' preference, including its origins from the Veterans' Preference Act of 1944.
- Definitions of key terms like "veteran," "disabled veteran," and "preference eligible."
- Identify key historical changes to the Veterans' Preference Act and their impact on veterans' entitlement.

Module 2: Applicable Laws, Rules, and Regulations

- Identify when veterans' preference applies in hiring, promotions, reinstatements, and reductions-in-force.
- Learn about applicable laws such as 5 USC 2108 and regulations in Title 5, Code of Federal Regulations, and their impact on veterans' preference eligibility.
- Understand how veterans' preference applies to appointments under the Veterans Employment Opportunities Act (VEOA) and other special authorities.

Module 3: Veterans' Preference in the Competitive and Excepted Service

- Understand the application of veterans' preference in competitive and excepted service appointments.
- Learn about the category rating process and how veterans' preference affects candidate ranking and selection.
- Discuss special appointing authorities such as Veterans Recruitment Appointment (VRA) and Veterans Employment Opportunities Act (VEOA).

Module 4: Special Appointing Authorities and Entitlements for Veterans

- Discuss special appointing authorities available for veterans, including VRA, 30% or more disabled veterans, and disabled veterans enrolled in VA training programs.
- Explain other entitlements for veterans, such as affirmative action under Title 38, reinstatement rights, and restoration rights after uniformed service.
- Identify the restrictions on using certain authorities due to veterans' preference requirements.

Module 5: Veterans' Preference and Reduction-In-Force

- Understand the application of veterans' preference during reductions in force (RIF), including the rights of veterans in RIF situations.

- Learn the process for determining retention standing and how veterans are prioritized for retention during a RIF.