

- Q. When can I expect to be contacted by Federal Agencies?
- A. This will vary from agency to agency and could be within 30 days to 3 months or longer. Please note, most federal jobs are filled between the months of December and April of each year per a Merit System Protection Board study, Issues of Merit 2002, page 4 at <http://www.mspb.gov/studies/02jannws.pdf>

- Q. If all I am doing now is registering for federal employment, when can/do I fill out the application?
- A. You can fill out an application at any time and submit it when you apply to any vacancy announcement or when you are asked to submit an application.

See screen fillable federal application forms at <http://www.opm.gov/forms/html/of.asp>

Free resume storage and job alerts are at <https://my.usajobs.opm.gov/login.asp?redirect=https%3A%2F%2Fmy%2Eusajobs%2Eopm%2Egov%2Findex%2Easp>

To identify federal positions which match your employment interests go to <http://career.usajobs.opm.gov/jim/>

See Federal Salaries and Wages at <http://www.opm.gov/oca/payrates/>



- Q. Can I seek and obtain a federal job even though I am a person with a disability?
- A. Yes. Federal Agencies have special and non-competitive appointing authorities for appointing persons with disabilities.

- Q. Does being bilingual in Spanish count for anything?
- A. Absolutely (yes). VET-HIRE specifically asks you to indicate languages other than English that you are proficient in. Many federal jobs involve or require the ability to converse in Spanish. The ability to speak Spanish may be used as a Selective Requirement OR be used to select an eligible out-of-ranked order for any GS-5 and GS-7 jobs formerly covered by the Professional, Administrative Careers Examination (PACE). This includes 111 Administrative, two-graded level jobs filled at the GS-5 and GS-7 levels.

- Q. How will Federal Agencies contact me?
- A. Participating Federal Agencies are responsible for matching your employment and geographical availability interests with current or projected vacancies and contacting you via e-mail, telephone or hard-copy mail.

- Q. How about if I am contacted by different recruiters for different jobs.
- A. Good! As a citizen, freedom of choice is the goal of Vet-Hire. Accordingly you will then have choices to make about which job(s) you wish serious consideration for based on the duty location of the job, the pay involved, etc. Remember VET-HIRE is only referring you for federal employment. You must still apply and be selected and have the job offer made to you BEFORE you decide.

VET-HIRE

A Hispanic Initiative by the U.S. Department Of the Interior



and the American GI Forum of the United States

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Under a Memorandum of Understanding and with the support of the National Information Resources Management Center (NIRMC), Bureau of Land Management, Denver, Colorado, the American GI Forum and the Department of the Interior have partnered in the design, development and implementation of an automated outreach, recruitment and referral system for federal employment.

Called "Vet Hire", this program is being installed and tested in the Colorado AGIF Chapters directed by National AGIF Vet-Hire Director, Colorado State Commander Dan Sandoval.

The Vet-Hire system is designed to record, store and refer registrants seeking federal employment to agencies via the Internet. Referrals to agencies will be made in the form of one-line or one-page formats containing basic employment information on candidates including their veteran and/or student status, geographical availability, occupational interests, educational level, etc. This comprehensive outreach and interagency approach represent an integrated approach to a long standing problem.

QUESTIONS AND ANSWERS

Q. What is Vet-Hire?

A. Vet-Hire is a citizen-centered outreach initiative sponsored by the American GI Forum that is designed to assist Federal Agencies recruit veterans from nuestra comunidad who are interested in being considered for federal employment.

Q. Why is there a Vet-Hire?

A. Vet-Hire is a community-based outreach and referral strategy representing an integrated approach in response to the current and historical underrepresentation of Hispanics in federal employment. See

<http://www.mspb.gov/studies/hispanic.pdf>
and

<http://www.opm.gov/feor02/508/CFW2.asp?name=HE>

...Hispanics remain the most under represented group in the Federal Government... see Executive Summary, *Statistical Information on Hispanic Employment in Federal Agencies*, Report to the President, June 2003, at http://www.governmentguide.com/govsite.adp?bread=*Main&url=http%3A//www.governmentguide.com/ams/clickThruRedirect.adp%3F55076483%2C16920155%2Chttp%3A//www.opm.gov

Q. Why is the American GI Forum sponsoring this outreach initiative?

A. One government study that surveyed new federal appointees found that relatives and friends were the most common form of federal job information and it was through these same friends and relatives who coached and guided appointees through the federal employment process. See *Competing for federal Jobs* at <http://www.mspb.gov/studies/newhires.pdf>

A. Do Hispanics have the qualifications for federal positions?

Q. Several government studies have found Hispanics are just as qualified and well-qualified as any other applicants for federal jobs. One such study reads Hispanics can obtain federal jobs,"... if recruited and treated fairly during the assessment and selection process" see Merit System Protection Board Study, page 12 at <http://www.mspb.gov/studies/restoring.pdf>

Q. What happens once I submit my VET-HIRE application?

A. VET-HIRE is not an "application" per se. VET-HIRE simply registers and refers your federal employment interests along with basic personal information to participating Federal Agencies. Federal Agencies are still responsible for "recruiting" you, i.e. encouraging you to apply, obtaining application forms from you, etc.

Q. Can I be considered for federal employment without a college degree?

A. Yes, 70% of all jobs in the Federal Government DO NOT REQUIRE a 4-year college degree. A high school degree or GED are NOT required, but considered, for most federal jobs. Instead, EXPERIENCE to include all knowledge, skills and abilities are also the basis for qualifying for most federal jobs.

A. How do you register for Vet-Hire and how much do I pay for this service?

Q. You can register through your local American GI Forum Chapter or through any of the websites of participating GI Forum Chapters. Registration costs are zero. This is a public service.

Q. Can students register with VET-HIRE for part-time student employment?

A. Yes, students can also register through Vet-Hire or at a specifically designed Student Intake/Registration Form for students at <http://www.chicanos2000.com/intake.shtml>

Students can also apply directly for student employment with various agencies at <http://www.studentjobs.gov/>

Students attending any accredited academic or vocational program of any type, half-time or more, are eligible to participate in federal student employment programs.

Q. Can I register with VET-HIRE as both a student and veteran?

A. Yes, you can register as both a student and veteran on the same form through Vet-Hire along with the student options noted above.

For a listing/description of federal positions see <http://www.opm.gov/fedclass/word/gshbkocc.doc>
See Vet-Guide at <http://www.opm.gov/veterans/html/vetguide.asp>