

Transportation Security Administration Enhanced Veterans Recruitment Strategy FY2012 – FY2013

March 26th, 2012



Transportation
Security
Administration





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1. Scope:

The Transportation Security Administration (TSA) protects the Nation's transportation systems to ensure freedom of movement for people and commerce. The TSA will continuously set the standard for excellence in transportation security through its people, processes, and technology.

As part of the agency's recruitment efforts in support of diversity and executive initiatives, the TSA is committed to supporting the employment of Veterans and utilizes an active and aggressive recruitment strategy to ensure the TSA career opportunity reaches the Veterans community. Currently, Veterans make up a significant portion of our work force. TSA provides the broadest application of Veterans' Preference in the Federal Government.

In November, 2001, Congress passed the Aviation and Transportation Security Act (P.L. 107-71) which established TSA as an excepted service agency. As a result, TSA is not governed by most of Title 5, United States Code, or the policies and procedures established by the Office of Personnel Management (OPM). However, TSA does provide Veterans' Preference to eligible applicants. Certain requirements and qualifications for some of TSA's mission critical positions such as the Transportation Security Officers (TSOs) and the Federal Air Marshals (FAMs) are based in statute and may not be adapted and do impose some limits on the agency's ability to apply Veterans Preference in those instances.

TSA will provide Preference at the point of selection to eligible Veterans who were discharged or released from military service under honorable conditions. Veterans' Preference is only applicable when the applicant applies under external procedures. This means current Federal Government employees do not receive Veterans' Preference when applying under the internal merit promotion procedures.

Operating on the front lines of America's security, we are committed to increasing the employment of people with disabilities, and offering skilled individuals an environment in which they can excel. TSA's mission-critical occupations include strict physical and medical requirements that are based on statute. Jobs potentially available for individuals with disabilities and disabled Veterans are more likely to be in TSA's Management, Administrative and Professional (MAP) positions.



2. Purpose:

The purpose of this plan is to outline a comprehensive strategy for the enhanced recruitment of Veterans for career opportunities within the Transportation Security Administration (TSA) for FY2012 and FY2013. The key contributors to the successful implementation of the plan are:

- TSA Office of Human Capital (OHC)
- HRAccess Recruitment Strategy Team (RST)
- Field Operations, Recruitment (HRAccess)
- Coordination of Efforts and Information exchange with Department of Homeland Security Office of Human Capital counterparts (DHS, Office of Diversity and Inclusion)

3. Veterans' Recruitment Accomplishments: FY2011

In 2011, TSA continued to seek targeted recruitment venues to encourage exiting military and Veterans to apply for opportunities within the agency. In addition to the general recruitment initiatives utilized, specialized and focused recruitment tools were included in recruitment planning. (See enclosure E)

These efforts included, but were not limited to:

- Military/Veterans Focused Internet Advertising
- Military/Veterans Focused E-Mail Blasts
- Military/Veterans Publications
- Military/Veterans Career Events
- Internal Communications to stimulate employee Veterans referrals
- Veterans Employment Link on TSA Homepage
- Individuals with Disabilities Link – Cross Referencing Veterans Link
- Community Outreach - Veterans

In 2011, TSA conducted an outreach program contacting all the field offices of Operation Warfighter (OWF) for the purpose of identifying local points of contact and advising them of TSA's interest in recruiting recovering wounded service members and requesting TSA be advised of any events being conducted in support of program members.

In that same year, TSA participated in 91 Military and Veteran focused recruiting events and job fairs; a 150% increase over the number of military events attended in FY2010. As a result of these efforts, Veterans applications represented 24% of the applicant pool, or 206,083 Veteran applications for all TSA positions.

Statistically, TSA achieved Veterans hiring goals with Veterans representing 41% of new hires in TSA Management, Administrative and Professional (MAP) positions and 42% of new hires for the Federal Air Marshal position. Veterans represented 11% of TSO new hires despite the fact that they represented 24.73% of all applications for the position. MAPS and FAM positions generated a significantly larger Veteran's new hire yield with an almost identical veteran's applicant pool of 25.57%.



Job Title	Tour	Veteran	Non-Veteran	Percent Veteran New Hires (FY11)
FAM	Fulltime	SSI	SSI	42.05%
TSO	Fulltime (4% of TSO hires)	44	329	11.80%
	Part-time (96% of TSO hires)	919	7333	11.14%
MAP (Non FAM and Non TSO)	Fulltime			41.58%
Total				14.89%

On reviewing Veterans' application and assessment performance, Veterans performed statistically on par, over-all, with non-Veteran applicants through most of the TSO selection process. However, only 43% of those who successfully completed the process accepted offers of employment. For non-Veteran applicants the acceptance rate was 63%. The basis for the low acceptance rate stems, in large part, from the part-time work schedule that predominates across the TSO job opportunities (See enclosure C).

In FY2011, 9% of the open Job Opportunity Announcements (JOA) for TSOs were for full time positions. A comparative review of the D Band salary range for full time TSO positions compares favorably in the E-1 to E-5 range for exiting military personnel with 1-6 years of active duty. The table below illustrates the basic pay allowance for military personnel in the ranges of E-1 through E-5 based on years of service.

BASIC PAY—EFFECTIVE JANUARY 1, 2011					
Pay Grade	Less than 2	Over 2	Over 3	Over 4	Over 6
E-5	\$25,981.20	\$26,762.40	\$28,054.80	\$29,379.60	\$31,442.40
E-4	\$22,993.20	\$22,964.40	\$25,489.80	\$26,769.60	\$27,910.80
E-3	\$20,757.60	\$22,064.40	\$23,400.00	\$23,400.00	\$23,400.00
E-2	\$19,738.80	\$19,738.80	\$19,738.80	\$19,738.80	\$19,738.80
E-1	\$17,611.12	n/a	n/a	n/a	n/a

The hourly salary for part-time TSO positions represents a 50% reduction in compensation of active duty service member Basic Pay as compared to the above table. This factor contributed significantly to the lower job offer acceptance rate experienced with Veterans applying for TSO positions despite the percentage of veteran applicants in the candidate pool.



As TSO positions represent a significant percentage of the TSA workforce, this shortfall in Veterans' employment at the TSO level had a negative impact on the agency's over-all performance in Veterans hiring percentages within the TSO entry level position. This offsets the successful efforts in attracting veteran candidates and the high Veterans' employment rates within MAP and FAMS positions which offer full time employment at higher pay band levels and subsequently higher compensation.

Other challenges include:

- Current business rules do not apply Veterans' Preference to applicants awaiting Computer Based Testing (CBT), the entry point into the assessment process. The application of the "first applied, first tested" rule restricts the agency's ability to apply Preference to those applicants in the pool until further in the process. This resulted in 10,062 or 12.2% of the 82,161 eligible Veterans who applied for TSO positions to receive computer based testing that starts the post application assessment process. This clearly indicates that the recruitment of Veterans to apply for TSO positions is not the issue at hand.
- Most Veterans and exiting military personnel have 2 to 3 years of supervisory experience and are not attracted to the "entry level" pay band TSO position.
- Many Veterans and exiting military personnel are seeking Federal government employment as armed security, including LEAP pay.
- Many Veterans and exiting military personnel have transferable skills that can generate higher paying civilian and government opportunities, especially in local, Federal and State law enforcement, where their prior experience in weapons and combat makes them attractive candidates in those fields.
- As most Veterans and exiting military personnel do not have prior Federal government experience, many are not knowledgeable about the hiring process or timeline to completion.
- Many Veterans and exiting military personnel are not aware of the search tools that can be used for "saved searches" on USAJobs. Therefore, they are more likely to conduct one or two searches and then stop trying.
- Many Military Occupational Specialties (MOS) can translate into higher paying civilian careers in the Defense, High Technology, and other areas where skills developed in the military are in demand.
- Exiting military personnel's location at the time of discharge is not their original home of record which makes the process of targeting candidates and locations with current TSA openings difficult.

4. Enhanced Veterans Recruitment Strategy

To improve the performance of the over-all recruitment strategy for Veterans and exiting military personnel based on the challenges encountered in 2011, the following enhancements to the current strategy are to be implemented based on the challenges discussed above. Although not all of the challenges and candidate preferences can be resolved through recruitment, a more targeted plan focusing on identified challenges is provided.

- Targeted – recruitment efforts directed at those personnel with Military Occupational Specialties (MOS) in Combat Arms that do not have easily transferable civilian job skills



- Localized – utilize local resources at those specific locations with an open Job Opportunity Announcement (JOA) to insure we are recruiting Veterans in those locations with a current opportunity
- Needs Matching – target recruitment efforts at those Veterans who have returned home and are either unemployed or continuing their education
- Education – develop an information session for Transitional Assistance Program (TAP) centers focusing on the advantages of Federal employment, the process and growth potential within TSA

The detailed action plan and timeline is attached (see Enclosure A)

5. Enhanced Veterans Recruitment Strategy Goals

The following recruitment goals have been identified for this enhanced recruitment strategy and will be reviewed on a monthly basis in FY2012 and FY2013:

- Increase the number of Veterans applications for all TSA opportunities with special emphasis in the underperforming TSO area with a DHS target of 17% of new hires in FY2012 and FY2013
- Increase the number of Veteran's applications within the MAP area to improve agency Veterans hiring efforts with a target of 400 Veterans hired in FY2012 and FY2013

To measure the effectiveness of these additional efforts:

- Ongoing review of the performance of Veteran's applications on a monthly basis to determine effectiveness of the Enhanced Veterans Recruitment Strategy will be conducted
- Revise and refine strategy based on continued applicant flow analysis and ROI analysis

The President's Veterans hiring objectives includes both the hiring of Veterans, as well as the spouses of those Veterans who were injured in combat. Facilitating the hiring of the spouses of wounded military members enables military families to preserve their financial livelihood, while taking care of the wounded military family member. This also provides an additional outlet for the recruitment message to reach the active duty or Veteran member of the family. The TSA has supported Military Spouse in the past through advertising, but will expand the effort with this venue and seek other organizations and programs providing support to military families to ensure the TSA recruitment message reaches the Veteran community and their family members.

In determining the measurement of success in this enhanced recruiting effort, the following challenges need to be taken into account:

- Current TSO candidate pipelines that will require the completion of the application process of existing candidates before new Veteran candidates generated can be processed
- Staffing in the TSO and MAP areas will be reduced in FY2012 impacting over-all Veterans staffing
- The current plan to not open a JOA or hire FAMs in FY2012



- The ratio of full-time to part-time TSO JOAs will continue in FY2012 and FY2013 which has been previously identified as a critical barrier for Veterans impacting application and offer acceptance rates
- FY2012 is already beginning its 6th month which will limit the time for the enhanced recruitment strategy plan to impact Veterans staffing for this fiscal year. The full impact may not be realized until FY2013.
- At career events Veterans have shown limited or little interest in an entry level pay band TSO position based on their military experience
- Female focused staffing in support of the 40/40/20 TSO staffing guidelines will limit the total number of non-targeted JOAs

6. Conclusion

Every effort will be made to deliver the TSA career message to Veterans and exiting military personnel to increase the recruitment and hiring within this applicant community.

The TSA will continue to use all available commercial and community resources to reach out to the Veteran community and will continue to research for new recruitment resources and programs to expand the delivery of the TSA “Veterans friendly” recruitment message.

The TSA will continue to communicate with DHS Office of Diversity and Inclusion on the results of this enhanced recruitment plan on a routine basis.

The TSA will reach out to hiring managers and selection officials regarding the TSA’s commitment to the Veterans’ employment initiative

The TSA will review policies and procedures that may have impact on the successful hiring of Veterans and exiting military personnel recruited through this effort.



Enclosure A – Enhanced Recruitment Strategy Action Plan and Timeline

Challenge	Impact	Strategy	Timeline
Part-time Positions	Not attractive to Veterans with transferable civilian skills for higher paying positions.	Goal: Target MOS communities with limited transferable civilian skills at TAP centers. Action: Weekly emailing of updated JOA postings to all TAP centers supporting combat arms.	Started - March 2012
Part-time Positions	Due to reduced compensation for part-time positions, focus on those Veterans who on return to their home of record are continuing their education. Primarily at the community college level.	Goal: Target community college career counselors in communities with open JOAs with employment information. Action: Weekly email of JOA information to counselors to advise Veteran/students of JOAs at local airport.	Starting – April 2012
Part-time Positions	Focus on those Veterans who on return to their home of record are having difficulty finding employment	Goal: Target DOL/VA offices in communities with open JOAs. Action: Weekly email of open opportunity announcements to local Veterans	Starting – April 2012



		Affairs representatives for those Veterans they are assisting in job placements	
Part-time Positions	Focus on those Veterans at TAP centers with an educational presentation regarding applying for Federal employment and advantages of the TSA as a “great place” to continue their service to the county and start their Federal career.	Goal: Develop an employment information session for on-site presentation at military TAP centers. Action: Prepare an informational session schedule at targeted TAP centers as a pilot program and refine and expand based on results.	Starting – May 2012
Part-time Positions	Military Spouse initiative	Increase presence in Military Spouse magazine and web site to greater outreach to XP candidates and another resource for delivering recruitment message to serving member of family.	June, July and August additions and review applicant response.
All TSA Positions	Current Non-TSO and TSO recruitment plans	Goal: Continue with current recruitment plan in addition to enhancements.	Current



Enclosure B: Notes from TSA/DHS Veterans Employment Meeting February 22nd, 2012

<u>Action Items</u>	<u>Suggested due/ Schedule Day</u>	<u>POC</u>	<u>Date Completed</u>	<u>Notes</u>
-		-		-
DHS will arrange a TSA day at OPM for "info sessions"	3/2/2012	Kim Burney Noel Vélez	On Schedule	On schedule for April 10, 2012
DHS will forward info on TAP Centers	2/23/2012	Kim Burney	Completed	Info sent by Kim Burney
DHS will forward info on VA Offices	2/23/2012	Kim Burney	Completed	Info sent by Kim Burney
DHS will forward on DOL Offices	3/2/2012	Kim Burney	Completed	Info sent by Kim Burney
TSA to provide info session to DHS on TSO Hiring Steps/Process	3/2/2012	Jacki Pickett	Completed	Held March 14th at TSA HQ
DHS to report candidate's complaints	n/a	Kim Burney/ Jacki Pickett	Pending	Awaiting DHS input
DHS Briefing on TSA Policy and Recruitment	3/2/2012	Jacki Pickett	Completed	Held on March 28 th at TSA HQ
Proposed plan to partner with VA/DOL to advertise/share vacancy information	2nd Quarter/ CY 12	Kim Burney Noel Vélez	Pending	Upon completion of Veterans Recruitment Strategy Plan
Attend TAP Classes at several military installations	2nd Quarter/ CY 12	Darrett Lomax	On Schedule	Dates requested: April 5, July 12, Sept. 20. and Nov 29. Awaiting confirmation
Send flyers to ACAP/TAP Centers on military installations on open JOA's	2nd Quarter/ CY 12	Darrett Lomax	Pending	



Focus TAP briefings on federal employment process, benefits and TSA message	2nd Quarter/ CY 12	Darrett Lomax	Pending	
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Enclosure C: CY2011 Veterans and Non-Veteran TSO Pass Percentages

CY 2011 Veteran vs. Non-Veteran TSO Pass Percentages		
	NV	VETS
Applicants	281,384	83,041
Met Minimum Qualifications	273,885	82,181
Failed Minimum Qualifications	7,499	860
Met Minimum Qualifications Percentage	97%	99%
Attended CBT	47,486	10,062
Passed CBT	31,109	7,509
Failed CBT	16,377	2,553
Passed CBT Percentage	66%	75%
Extended CO	44,082	10,801
Accepted CO	36,397	8,797
Decline CO	262	87
IW for CO	7,423	1,917
Accepted CO Percentage	83%	81%
Credit Submitted	38,033	9,186
Passed Credit	29,737	6,970
Failed Credit	8,296	2,216
Passed Credit Percentage	78%	76%
Attended AA	23,877	4,468
Passed AA	21,550	3,942
No Show/Rejected Failed AA	2,327	526
Passed AA Percentage	90%	88%
Medical Attended	17,578	2,900
Medical Passed	11,772	1,344
Medical No Show	266	64
Medical Fail	3,077	981
IW Medical	2,463	511
Medical Passed Percentage	67%	46%
Adjudications	14,771	1,244
Adjudications Passed	13,110	991
Failed	1,661	253
Background Adjudications Passed Percentage	89%	80%
Certed	13,271	980
Cert Accepted	8,377	417
Cert Accepted Percentage	63%	43%



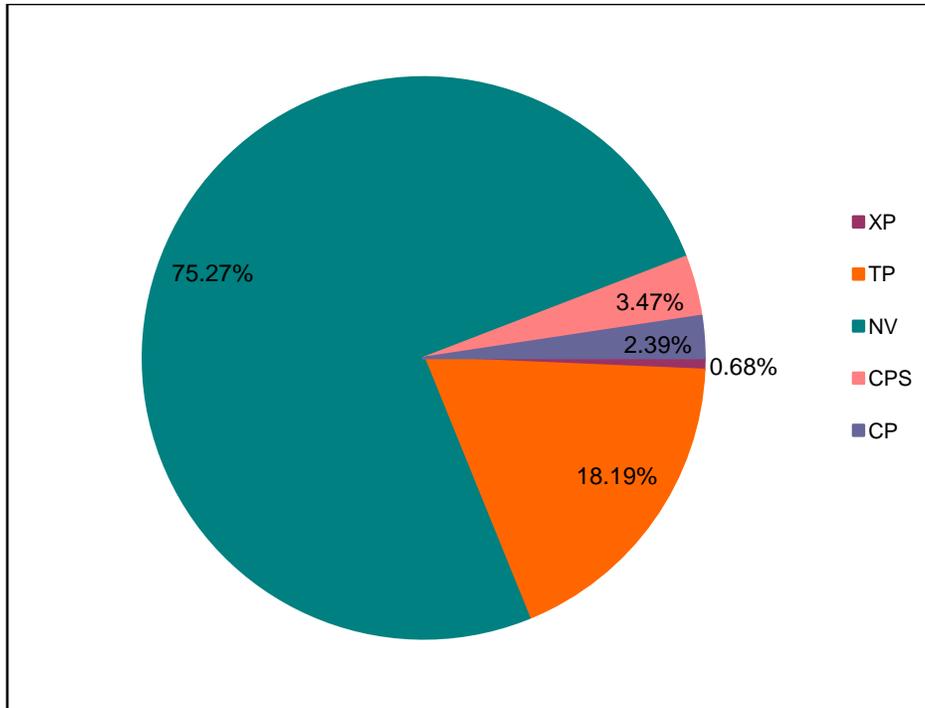
**Enclosure D : 2011
Veterans Media Plan**

Media	Recommended Placement	Impressions
Job Boards		
Monster Military	Military.com Homepage Featured Employer	800,000
	Military Career Center 160x600	800,000
	Veteran Career Center Military Friendly Employer	800,000
	Government and Law Enforcement Jobs Center Featured Employer	300,000
	Veteran Jobs Newsletter (10 newsletters)	970,000
	Fast Track Careers Newsletter (4 newsletters)	140,000
	Affinity Labs Police Link banner 300x250	400,000
	Affinity Labs Police Link text & logo	500,000
	Company listing in Directory of Military Friendly Employers	NA
	Company Listing in Directory of Spouse Friendly Employers	NA
	Promotion of job fairs and hiring events via Career Center on military.com	NA
TAOnline	6 Dedicated Hiring Email Alert Emails (45,000 recipients each)	270,000
	10 30-day job postings	NA
	12-months of Military friendly Company Profile and Featured Employer with ROS logo placement and profile page	600,000
	6 months ROS Tower Ad (120x600) placement	42,000
	6 months ROS Banner Ad (728x90) placement	210,000
Recruit Military	Logo Placement on highest trafficked webpage's (Homepage, My Briefcase page, Job Search Results page)	660,000
	Full page 4C ad on the inside front cover of every issue of Search & Employ Magazine; bi-monthly publication circulated to 220 bases, career fairs and to 6,000+ veteran-friendly organizations; 36,000 copies printed of each issue	36,000 (circ)
	Electronic version of Search & Employ Magazine; sent via the monthly newsletter, The VetTen	120,000
	728x90 and 160x600 banner ads on My Briefcase, Job Search, Job Search Results and the Opportunity Expos Schedule pages	216,000
	10 HTML email blasts sent to up to 1,000 candidates per email	10,000
	Display ad placement in the electronic Veterans newsletter (monthly), promoting TSA as one of the "Top Ten Veteran Opportunities of the Month"	120,000
	Employer Lead Generation Enrollment - As candidates register with Recruit Military, they can select if they are interested in information on TSA jobs, the candidate is directed to the TSA's career page and a message from TSA appears	NA
	Recruit military staff will distribute flyers at every expo in 2011 (60 currently scheduled)	20,000
Publication	12 months in Army, Marine, Navy and Air Force Times Magazines	500,000 readers

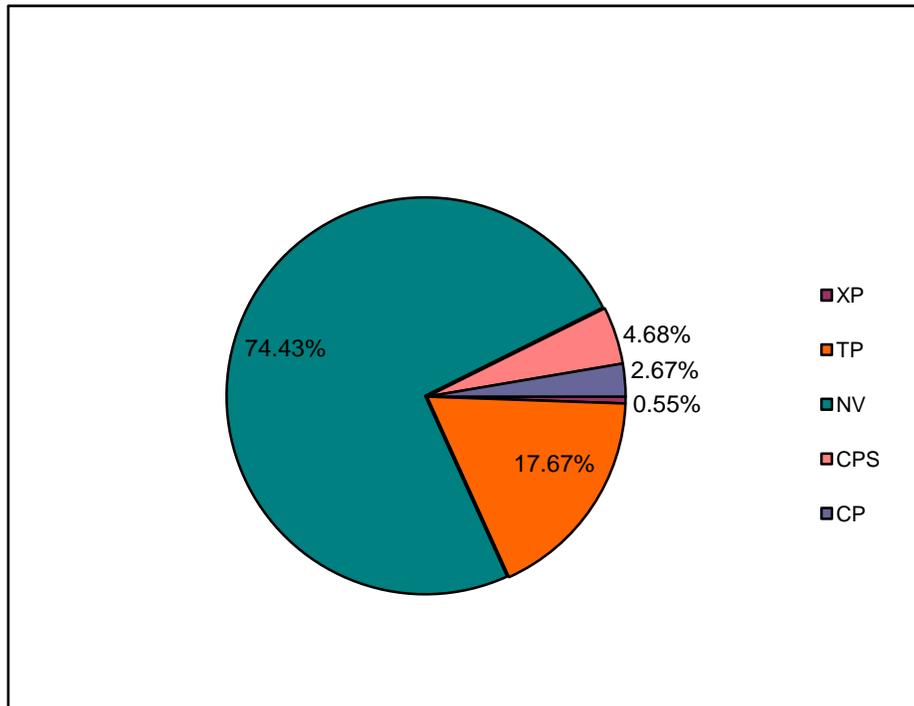


Enclosure E: TSO and FAM/MAP Veteran and Non-Veteran Applications, 2011

TSO Applications Veteran's Preference 2011



FAM/MAP Applications Veteran's Preference 2011





Enclosure F: You Have Earned It – Veterans Employment Initiative Campaign



YOU'VE EARNED IT.

CAREERS FOR VETERANS AT THE TRANSPORTATION SECURITY ADMINISTRATION

Your uniform speaks volumes. Dedication, vigilance, love of country. You've proven your valor and earned a place among the nation's finest defenders. But the journey continues. Today, thousands of veterans just like you are finding the next stage of their careers at TSA. In fact, with Federal benefits, competitive wages, and significant growth potential, there's never been a better time to renew your commitment to service.

Learn more and apply at <https://tsajobs.tsa.dhs.gov> or call 1.877.872.7990



U.S. Citizenship Required. TSA is an Equal Opportunity Employer.



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Enclosure G: Veterans Preference Recruitment Flyer FAQs - VEI Campaign



Transportation Security Administration



Veterans' Preference Employment Fact Sheet

YOU'VE EARNED IT.

- 1. Does TSA provide a hiring preference to veterans?**
Yes! TSA is committed to supporting the employment of veterans and provides a hiring preference to eligible veterans. See question #4 below for specific information on how veterans' preference is applied at TSA.
- 2. Does TSA follow the policies and procedures from the Office of Personnel Management?**
In 2001, Congress passed the Aviation and Transportation Security Act (EL 107-71) which established TSA as an excepted service agency. As a result, TSA is not governed by most of Title 5, United States Code, or the policies and procedures established by the Office of Personnel Management (OPM). However, TSA does provide veterans' preference to eligible applicants (see question #4 below). In addition, certain requirements and qualifications for some of TSA's mission critical positions such as the Transportation Security Officers (TSOs) and the Federal Air Marshals are based in statute and may not be adapted.
- 3. How does a veteran apply for employment with TSA?**
Our standard process is for applicants to apply directly to open vacancy announcements. TSA vacancy announcements are posted on USAJOBS at: www.usajobs.opm.gov or <https://tsajobs.tsa.dhs.gov>. If you are not already aware, USAJOBS offers some valuable services that help to reduce the stress and streamline the process of applying for jobs. On the USAJOBS website, you can click on the tab at the top of the page labeled "My USAJOBS" to create your account. This will allow you to do certain things online, such as posting your resume, applying to Federal jobs, and receiving automated job alerts. You may set up your automated job alerts to send you an email each time a TSA vacancy announcement is posted.
- 4. How is veterans' preference applied at TSA?**
Preference consists of giving qualified, eligible veterans an advantage over others when recruiting under competitive external procedures (i.e., announcements open to anyone in the general public). Depending on the position being filled and the evaluation method being used, it may mean adding 5 or 10 points to a candidate's earned score or placing the veteran ahead of other candidates in a ranking category. TSA will provide preference at the point of selection to eligible veterans who were discharged or released from military service under honorable conditions. Veterans' preference is only applicable when the applicant applies under external procedures. This means current TSA employees do not receive veterans' preference when applying under the internal merit promotion procedures.

Transportation Security Officer (TSO) position: TSA provides the broadest application of veterans' preference in the Federal Government by applying veterans' preference as defined in EL 107-71 and to those individuals eligible under the provisions of Section 2108 of Title 5, United States Code (U.S.C.). To be eligible for veterans' preference under EL 107-71, you must be a member or former member of the U.S. Armed Forces, and entitled under statute to retired, retirement or retainer pay. Information on eligibility for veterans' preference under 5 U.S.C. §2108 can be found on the OPM website at www.opm.gov.

Please see other side

Please apply online at <https://tsajobs.tsa.dhs.gov> or call 1.877.872.7990.



Transportation Security Administration



Veterans' Preference Employment Fact Sheet

YOU'VE EARNED IT.

All other TSA positions: TSA provides preference at the point of selection to those eligible for veterans' preference as defined under the provisions of 5 U.S.C. §2108. Information on eligibility for veterans' preference under 5 U.S.C. §2108 can be found on the OPM website at www.opm.gov.

- 5. How do I claim veterans' preference?**
You must identify your claim for veterans' preference on your application and provide proof of your entitlement by submitting appropriate documentation such as a copy of your DD-214, Certificate of Release or Discharge from Active Duty (Member 4 copy). If you are claiming a disability, you must submit an SF-15, Application for 10 Point Veteran Preference, (this form is available at: http://www.opm.gov/forms/pdf_fill/SF15.pdf) and the appropriate documentation from the military service or a current letter of disability from Department of Veterans Affairs.
- 6. Can I apply for a vacancy when I am on active duty?**
TSA will consider applications from individuals, not already employed by TSA, who are about to be released from active duty military. Such an applicant will be removed from consideration if not separated or released from active duty prior to the effective date for filling the position. This does not apply to individuals on terminal leave from U.S. military service. A member of the uniformed service may accept a civilian position if they have performed active duty service and are on terminal leave pending separation or release from active duty under honorable conditions. In addition, current TSA employees who are absent for the purpose of performing military duty may apply for any vacancy announced in their absence and will be given consideration for vacancies as if they were present in their TSA civilian positions.
- 7. If I am hired by TSA, will I be able to move to other Federal agencies since TSA is an excepted service agency unlike most of the other Federal agencies which are in the competitive service?**
OPM and DHS/TSA have entered into agreement for an Interchange Agreement, which allows certain permanent TSA employees to apply and be selected for vacancies in competitive service agencies. Information from OPM on this or other Interchange Agreements is available at <https://www.opm.gov/employ/html/sra2.asp>.
- 8. Who can I contact if I have additional questions?**
TSA is committed to the hiring of veterans and your interest in employment with TSA is appreciated. If you have any questions on the above information, please feel free to contact the TSA Selective Placement Coordinator at telephone (571) 227-2357 or via email at tsavets@oas.dhs.gov.
- 9. Where do I find out more about TSA employment opportunities?**
To learn more about employment opportunities with TSA, please visit <https://tsajobs.tsa.dhs.gov> or call 1-877-872-7990.

TSA is an Equal Opportunity Employer: All qualified candidates will be considered regardless of political affiliation, race, color, religion, national origin, sex, sexual orientation, marital status, age, disability, personal favoritism, protected genetic information, or other non-merit factors.

Please apply online at <https://tsajobs.tsa.dhs.gov> or call 1.877.872.7990.



Enclosure H : Veterans' Day Salute - VET Campaign



"LEST WE FORGET"

U.S. Navy photo by Mass Communication Specialist 1st Class Brian Bennett

On this Veterans Day, the TSA salutes those brave men and women of our Armed Forces who stand between the citizens of this great nation and those who would do us harm. You who protect us selflessly volunteered to defend our freedom, and your patriotism, dedication, and service represent all that is good about America.

It is fitting that our nation set aside a special day to honor the veterans who have served and to remember those who have made the ultimate sacrifice. We who are indebted to you would do well to reflect on your contribution not just once a year, but every day we live the liberty you safeguard.

The TSA is proud of the members of its workforce who have served our country and who are now helping the agency further our shared mission: Protecting our homeland. Know that the TSA remains steadfast in our support of veterans who return home to seek new and fulfilling career opportunities.

America's veterans, both past and present, you have earned our respect and our gratitude. We thank you, today and every day, "Lest We Forget."

To learn more about TSA go online at <https://tsajobs.tsa.dhs.gov>



Transportation
Security
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U.S. Citizenship Required.
TSA is an Equal Opportunity Employer.



Enclosure I: What We Do Matters - VEI Campaign





Enclosure J: Veterans Outreach – TSA Home Page

TSA Veterans Home Page Link:

<http://www.tsa.gov/join/careers/veterans.shtm>

- [See the Frequently Asked Questions on Veterans' Employment](#)
- [See Current TSA Vacancies](#) (USAJobs.opm.gov)
- [Learn more about TSA](#)
- [Know about Other Possible Opportunities for Veterans](#)
- [Know more about how USERRA applies to TSA](#)
- [Visit the Department of Homeland Security's Veterans Outreach Program](#)

TSA Individuals with Disabilities (IWD) Home Page Link

http://www.tsa.gov/join/careers/disabilities_outreach.shtm*

- [Reasonable Accommodations](#)
- [Personnel Rules and Procedures](#)
- [How to Apply](#)

* VEI Link for Disabled Veterans to return to Veterans Link