

Veterans' Appointment Authority

Virtual Conference for Supervisors

Recorded March 8, 2017

Welcome, everyone. This is Katrina, Katherine and Bridgitte and Ty will be [Indiscernible] of the session. If you just joined us, we appreciate you joining us this afternoon, and in some cases maybe it is still morning for some of you. If you just joined us on the telephone bridge, please say hello in the chat pod and we can make sure we give you credit for today's session, and also mute your line hitting the button on your telephone. If you would press *6, that will mute and unmute your line. Stay tuned and we'll get started. Thank you, everyone.

Katrina, you can start with the introduction whenever you are ready.

Good afternoon, everyone, this is Katherine Callaway, Brigitte and Katrina from Learning and Development. We'd like to welcome you to today's webinar on Veterans Appointment Authority with Ty Gudda. Place your phone on mute if you do not have a mute button, press *6. There is a chat pod available on the right-hand side of the screen if you would like to ask any questions. If you have not, chat us a quick hello to take attendance. Just a quick reminder that the session is being recorded. I will pass it over to Ty.

Thank you, Katrina. Good afternoon, everybody. We will get started by doing a quick poll. In the last year, how long did it take you to do a new hire? If everybody could answer. We'll move on from there. A couple of minutes to do that. And what I mean is what was your field time?

Jason [Indiscernible] the time it is submitted to the time the person comes on?

I'm going to close the poll.

Are the participants allowed to see poll?

Yes. But it looks like most people took six months. That is kind of good, compared to what I thought I would get back. We have five people that said nine months. Three people said over a year and that is nine months and a year that is entirely too long to fill the position. What if I told you guys that they are using the veteran hiring authority and noncompetitive schedule A that you could have a new employee on board in three months or less? Have you guys consider using both hiring authorities? The answer is probably no, but our discussion going to be about our veteran hiring authorities.

This is Katrina. Folks and the chat are responding and say definitely yes. And I just used that. I have someone who says this is a trick question. We have to determine our seasonal hiring in December following summer.

Okay, and that is good. It is actually good if you have to turn in the seasonal hiring, because if you know of it or you know of that or look on some of the websites of what you [Indiscernible] the end of the presentation, that would give you an opportunity to get the documentation together to talk to the vet or Schedule A applicant. When you are hiring you do not have to announce the position. You just get the person that you want non-competitively. Will talk about this a little bit more. In order to start the process you need to have a collaborative hiring process. The means you have [Indiscernible] manager or supervisor and the HR professional work together.

A lot of times talk about field time and how long it takes you to bring a new hire on board we are talking about from the time you turn in your paperwork to HR until the time you actually have a body in the field. One of the problems is that the collaborative hiring process doesn't take place prior to the new hire. Every time you either leave an employee or you create a new position, you should have a meeting with your servicing specialist at HR. What your HR servicing specialist should do is tell you to look over your PD and ensure that the duties written in the position description are what you want the new employee to do. A lot of times we have an old PD and it is not really what you want the employee to do. Therefore, you capture employees that do not have the skills they want to be able to do the job. We want you to look at your PD and want to look over the PD and determine it is the effect that you want to write your assessment questionnaire for your PD. You want to write this without having closed questions or useless question like, can you communicate effectively or are you capable of communicating. Everybody is going to say yes or no. Instead say give me an example of how you would communicate [Indiscernible] a disgruntled employee. Then you make the person [Indiscernible] to the question.

You want to write an effective assessment questionnaire. The assessment questionnaire and PD are where you want to show the funding for the position. Whoever funds your positions in the budget office want to make sure that you have the funding for the position. Once you have those things done, then you can move forward with the hiring process. You can either announce the position all sources, you can announce the position on an internal competitive promotion announcement or you can do a [Indiscernible] promotion announcement and a delegated examined unit [Indiscernible] open to all US.

I am looking at a question and I'm reading the response. That is correct. Usually, takes a long time if you complete the process. When you are going through the process you have your announcement which the manager determines whether he wants it open two weeks, a week, or 30 days, and then you have your referral list. Your referral list, depending on the number of candidates, they get to apply to your job or if you have an open to all sources, or you have two different announcements or merit promotion now and a DEU announcement, if you take up to a month and a half for the HR specialist to read and write your candidate. We could possibly

be at 2.5 months. Then, once we get to the candidates and issue you a referral list, the managers have a couple of weeks to review the candidates and set up appointments for interviews, and sometimes that takes another month. Then we are at 3.5 months. Then you want to select the candidate. You may have a candidate who doesn't want the job, we may have a candidate who does want the job but is slow filling out the [Indiscernible] background paperwork, and they should be doing that within the first week. From [Indiscernible] time-lapse and you have to go back to security all over again to get the equipment process started. Then we are looking at 5 to 6 months, and depending on how busy HR is, the HR specialist is usually not serving just one organization. They are usually serving anywhere from 7 to 15 organizations and have other announcements and referrals to issue. The quicker we do this with having the collaborative hiring process and having you and your HR specialist together so that you can cut some time out, and if you already have all of your stuff ordered when you send your paperwork to HR, then that will help you a lot and they will not be sending it back and forth. You have to sit down and have that meeting.

What our objectives today are we want to define what are hiring flexibilities are. You want to be a little hiring [Indiscernible] one noncompetitive entry competitors and you recognize when to apply them. We will identify who is eligible, because I will give you the documentation that is needed on what makes a candidate eligible competitively and non-competitively. We are only talking about veterans and Schedule A. And then will talk about discussing the benefits of using flexibilities. One of them we have already discussed by saying a cut down your field time. You want to get your employee and get to work.

The first thing we will talk about with a hiring flexibility is. Everybody has a different definition of what a hiring flexibility is. There are several hiring flexibilities besides the veteran [Indiscernible] Something happened and my whole screen went out.

Hold on. Will try to get it back. Don't know what happened. We did not do that. Everybody just bear with me for a second.

First thing we will talk about is what is a hiring flexibility? There are competitive and noncompetitive hiring flexibilities for veterans and also other hiring flexibilities that Angela Hargrove will be giving a training session on. We will just concentrate on our veteran hiring possibilities and what a hiring flexibility is. We want to get people at the right job at the right time. A lot of times we write a PD to fit a person when we should write PD [Indiscernible] duties of HR. When you write it to fit a person it is hard to get the skills that you are looking for because you may have one or two people that feel [Indiscernible]. You should always write a PD based on the work and then evaluate the candidates as they apply. Remember, when an internal specialist [Indiscernible] just issuing you a referral if you're not the subject matter expert on your job. We are the subject matter experts on how to issue a referral, how to look at a candidate. [Indiscernible] assessment questionnaire is properly written. Whether an announcement has all of things [Indiscernible]. How to use USA staffing effectively. We are not be subject matter experts on your job. I am not a budget analyst. I am not a park

policeman or a park ranger. You had better know what they are. It's just you would better know what they are than I would.

The candidate, you have to review the candidate to ensure they will be able to do what you want them to do. One of the flaws with USA staffing is that you have a lot of candidate who say I am the subject matter expert or I am excellent on everything. And then you look at the resume and they are flipping hamburgers at McDonald's and they have no experience doing things that you are asked them to do. The problem in HR is that for many we don't have to look at that. If we get the candidates or 100 candidates they are the expert that length of time of issuing, you have to look at each of them, and every individual who scored 100 and weed out the people who are not actually 100. [Indiscernible] are the candidates who can actually do the job. You do not get those [Indiscernible] were telling the truth and 85 or 90. A lot of the time those are the guys you want [Indiscernible] when we send you some of the people who are not as qualified as you would want them to be. We can only take five points off their score based on what we see in there resume. We cannot say [Indiscernible] scores 100 if we select [Indiscernible] they inflated their resume or did not think the [Indiscernible] that we can drop them down to a 95. But we cannot say that caught you, you did not do this or that. A lot of times we don't know if it is real or not, because we are not subject matter experts. Moving on.

We want to know when hiring flexibilities are appropriate. You have to determine your specific need. There are three things that you can do to determine your specific needs. You know how urgent it is to get somebody to come to work for you, and you know what type of worker that you want. You should have had the conversation with your HR professional prior to announcing the job, or looking for a noncompetitive candidate. One of the first things you want to do is determine if you have the time to develop your workforce. If you do, you can hire a student or you can use one of the noncompetitive hiring appointees to hire a Schedule A candidate or a veteran who is minimally qualified. You must be minimally qualified and then you can teach them the job. That is not always bad. I know that some people say I want this person with this experience, I want to be a millionaire, but I don't think I work to become a millionaire. When you get a person that has already been in the federal government a lot of time [Indiscernible] with their experience from another agency. The Park Service has a way of doing things, other agencies have a way of doing things that you are going to have to go in and teach a person how to do their job anyways. Wouldn't you rather have an employee that you can train [Indiscernible] eminently qualified employee to do things we want to do them, and have a two-year trial period we [Indiscernible] onto another candidate. Would you want an employee that is [Indiscernible] completed their part [Indiscernible] look at the paper and I you are stuck with them. It is good to [Indiscernible] your own employee sometimes, instead of taking somebody off the street.

You want to know if the position can be filled with an applicant with has severe [Indiscernible] psychiatric. You can't ask employee about their disability. You can only ask them about the ability to do the job or ensure that it doesn't hinder them from doing the job. An example is if your job requires you to lift 25 pounds and it requires that you to be on your feet 50% of the day, and you have a person with a disability that cannot walk. During the interview process

you will see and you will know that this person cannot walk regardless of what they put on their application, and also you will make sure the [Indiscernible] has to be able to carry 25 pounds and must be able to stand on your feet 25% of the day. A lot of managers or supervisors interview resumes and don't in person, and the problem with that is you don't know what you are [Indiscernible]. Looking at a piece of paper you are saying this is I want, and without seeing the candidate or talking to the candidate selection and the person is not what you [Indiscernible] thought you had. It's like looking at the [Indiscernible] on TV and I look really delicious, and in the store [Indiscernible] small and shriveled up. So that's the last thing, are you seeking a candidate with a proven track record of government service told you, and sometimes the job requires you to come in and hit the job right with minimal training, and HR professionals we cannot tell you what you need. You have to tell us what you need the better you describe what you need the faster we can get you the candidate to match the job and cut down your field time.

We had a couple of questions come in.

Okay.

How much does the trial period work with excepted positions? And can you fire them without a [Indiscernible] documentation?

Yes. When a person is on a trial period that we [Indiscernible] we will discuss that in a couple of slides. With a two-year trial period, you can [Indiscernible] the first 90 days if it is not going to work out. It's a good question because managers should not wait until one year, 11 months and 15 days to get rid of somebody. You usually know that the first 90 days of the candidate is not what you are looking for. And therefore the managers should [Indiscernible] any excepted appointment, you should put them on a plan to achieve the goal you want to achieve in a position at six months, 12 months, 18 months and that way the employee knows what is expected of them and you know what you expect of the employee. You can gauge that and that will let you know whether or not you want to keep them. With a Schedule A or [Indiscernible] excepted appointment that can be converted to career on the completion of a successful two-year trial period. Anytime during the period you could say this is not going to work out. Thank you very much, God bless and good night. I hope that answers the question.

He also asked if a person went to another higher graded position [Indiscernible] that the time start over. But if it is a different position and different work and they are using a new appointment then yes. They are just getting promoted. [Indiscernible] It doesn't because you have to understand if you have a job and it is 7/9/11 and you bring the person in at the 7 level. If you feel they are ready to move to 9 after a year that they are doing 9 level work and it is the same job that they have already competed for. Once they are hired they competed already for the grade and they do not have to compete again. If they want to apply for another job in the same organization and that is a 9 level job and you are using a new appointment then they have to start over again, because it is a brand-new excepted appointment. [Indiscernible]?

It looks like it. One other comment. We are not allowed to interview in person unless we can do everyone. Like who made that rule: that is not the merit promotion plan [Indiscernible] Park Service.

She said, I thought HR. Like if you look at the merit promotion plan it does not say that. The only time we will interview people and will not be able to interview people in person they are out of the state, because a lot of the times the agency does not have the money. This is why during the interview process you have to ask the right questions. Display in your announcement you have to put the right thing on there, meaning the right questions and you give situation [Indiscernible] See, for example, we talk about lifting the 25 pounds. [Indiscernible] a person who is out of state who you do not, and you say that you give them scenarios. You are working a job you're required to lift 25 pounds or more a day. Are you capable of doing this without having fatigue, and if they say yes then you take them into consideration. If they say no way, then you say this is probably somebody that I wouldn't want to hire because they cannot fulfill the duties of the position. The other thing you can do [Indiscernible] you say when you are making your selections you can select your top two candidates, meaning the primary selection and the secondary selection. Some people will be lying through their teeth and say anything they are supposed to say in order to get the position and then they get to you and they cannot do the physical aspects of the job, or they may have a handicap, or they do not do the job at all and you hire the person. Then they have lied on an application and you have grounds to remove them because [Indiscernible] the assessment questionnaires and the only way for them, based on what they told us, told something that was not true, then we have grounds to make a primary selection and a secondary selection [Indiscernible] that you cannot use. You can always go to your secondary selection without starting the process all over again. Does that make sense?

[Indiscernible] I cannot account for what they are doing. I know what is supposed to be done. I agree. I have seen crazy things, but what I am telling you is what OPM has put out and I tell you based on the merit promotion plan what we should be doing. Why they don't [Indiscernible] your levels of HR specialist. A lot of times you have journeymen who haven't been in the field that long. I am of the old-school guys and I came in as a GS 5 with the old-school specialist books on my desk, and maybe research taught me how to do the process. And if you are an effective HR specialist you are going to have a good meeting with your manager or supervisor prior to even announcing the job or hiring an uncompetitive candidate. That is what we do. We're supposed to be keeping in the regulation and that's making things as easy as possible for you guys, and get you the right candidate for the job and how you want it done. You have a referral list that is good for six months. [Indiscernible] Service only makes it good for 90 days. They can extend it for six months. You can go back in and ask your HR, I want to request an extension on my referral list so that I can select another candidate.

Moving on, if it is okay to move on. We are good.

When is a hiring flexibility appropriate? Let's talk about our hiring flexibilities and veterans. This is what you guys want to know. The meat and potatoes. The Veterans' Recruitment Authority, better known as the VRA appointment. This is a great tool to use. A VRA appointment [Indiscernible] and veteran can be hired using the VRA appointment to the GS 11 without competition. The key is up to the GS 11. You can have a position that is a target position that goes up to the 13. Can go 11, 12, and 13. [Indiscernible] to bring them on at the GS 11 you can still use the VRA appointment authority. Does everybody understand that?

Let's talk about the VRA. To be eligible for a VRA appointment person must have the following. A VRA is a special authority in which a person can be brought on as a GS 11. To be eligible for the criteria of the VRA, the applicant has to be a disabled veteran or veteran who served on active duty during a war or any campaign or expedition for which the campaign badge was allowed authorized, a veteran who was serving in active duty with the Armed Forces [Indiscernible] in the military, that of any branch of service who was recently separated from the service. It's always good to go to the best guide. Later on you will see a slide that gives a link or you can get to the [Indiscernible] guide and look at this. But it is our responsibility as HR professionals to ensure that they are qualified, define a veteran or go to one of the websites that lists veterans [Indiscernible] by word-of-mouth veteran qualified to do is get the [Indiscernible] a copy of the veteran resume. You let your HR professional know what position description you want to use and we will get it together and look at it and we will determine if it is authorized for VRA appointment.

Go ahead. Please remember to mute your phone.

We talked about [Indiscernible].

Somebody's phone is not muted.

We talked about that I would contact the space management.

I'm going to call the operator to get them disconnected. If everyone can bear with me for a moment. Do you want me to wait?

That was the idea. Once you are out from this workgroup you can actually be right where you want to be in the work management.

Okay. Thank you.

Okay. [Indiscernible] phone is not needed. I'm going to move on if everyone will mute your phones.

We discussed a VRA appointment. It's a potential employee or veteran that would be a GS 11 without competition, and they could come in on a career level promotion, and talked about the eligibility criteria. HR professional will determine whether the person is qualified for a VRA

appointment, but I wanted you to know what the eligibility career is. VO is a competitive appointment authority. In this case the person would have to apply to the position to be appointed as VO and they would be brought on in a career conditional appointment. The applicant can apply internally and externally. They can apply on both lists. They will not block anybody [Indiscernible] unless you have a disability [Indiscernible] what preference I had by applying [Indiscernible] preference a VL or veteran has that they are able to apply with competitive candidates of people already in the federal government, even though the flexibility or a preference they get is they are allowed to apply with us. Instead of having to just apply for [Indiscernible] all US citizens, they can also apply to positions [Indiscernible] those persons with career status or competitive eligibility. In order to be eligible for VO requirement a person has to be [Indiscernible] eligible for veteran [Indiscernible] separated from the Armed Forces after three more years of continuous active service performed under honorable conditions. The key is honorable conditions. You can be in the military for three years successfully and get an honorable discharge. Because a lot of people don't know that I am retired and I am also a disabled vet. A lot of people never served in the military [Indiscernible] person served in the military [Indiscernible] I gave a resume or when they apply to the position they attached the DD 214 and it shows honorable discharge. You get a DD 214 for every term you finish in the service. After the four years is completed I will receive an honorable discharge for those four years. That if I re-enlist for an additional three years and halfway through the reenlistment I get thrown out of the Army for stealing the car or using drugs then I am dishonorably discharged. I cannot use that [Indiscernible] discharge. That is why HR has to look at these folks closely to determine, and that is why we have list your jobs so that we can determine if the candidate is eligible for the VO appointment. To determine if the candidates are eligible. And if you select them and find out later on that they are not, then we will tell the manager why they are not, and try to basically get one around the system. Agencies can announce a position internal or external from all sources. When they are talking about using VO appointment in the last category, the people could either apply to a position [Indiscernible] If you want to get a group of candidates, if you have time you can apply to the positions. When we say hiring flexibility, what a lot of folks do not realize is if I say I am using percent or more disabled veteran [Indiscernible] include that we usually bring the employee [Indiscernible] makes them an excepted appointment or career conditional appointment. Those are things that we see but you guys do not see, and we should tell you you're getting a 30% disabled veteran. This is an excepted appointment. You have a two-year trial period or if this is a VO appointment and you have a one year probationary period.

Talking about a 30% or more disabled veteran. The veteran can be appointed at any grade. If you know someone who is greater than 30% disabled, you can appoint them at any grade. You do not have to be at the GS 11. You could be at 14 or 15, and it is based on experience, and you have an excepted appointment, and you could also teach these folks as well. You do not see that usually a lot at the higher graded positions. You use that usually are expecting someone to come in and have the experience doing the positions, that I have seen a whole lot of things for the wrong reason that the hiring flexibilities are used inappropriately. [Indiscernible] that I'm going to talk about. The hiring flexibilities. When you announce the position and you announce it's external, veterans are going to block in a high 90% of the

position that our administration non-technical [Indiscernible] professional. They cannot block professional or technical positions that have an education requirement, or certain skill requirements that you have to have. Veteran's preference not apply. If you are looking for a doctor, that position is not going to get blocked. The position is not going to be blocked by veteran's preference if the person is a 10 point vet.

[Indiscernible] have to actually have the skills to do that job if you are talking about administrative or something that is required personal technical or professional skill, then they can [Indiscernible] position. I don't know if you knew that or not. Just a little heads up for that. In order to qualify the veteran with disabilities, it is obvious they have to receive a letter from the Veterans Administration saying that you are 30% disabled. Is somebody trying to say something? There is also a zero point preference and I don't know if a lot of people heard about this [Indiscernible]. I do not have [Indiscernible] I want to let you know if you have a spouse or a child of a spouse who is deceased, they can use their veteran's preference and it is called a zero point preference [Indiscernible]. If you want to hear the person and the husband or [Indiscernible]

Ty are you still there? I am here. Likelihood a click on the phone. Is everyone here?

Did we lose Ty?

Maybe we did. He will dial back in.

Do you know if he was on a headset or not?

Thank you Katrina. He has a headset. He probably doesn't know when it beeps [Indiscernible] I will run over to his desk. Hold on.

Hello? Katrina can you hear me?

We can hear you.

Did you hear everything I was talking about with the 30%? For some reason my phone cut off. Like what you go back over that really quick.

Okay. Hold on one second. Can everyone hear me now?

Yes. We can hear you.

Brigitte came over and told me my headset was dying. I apologize. I don't know if you heard everything but what I was talking about with the disabled veteran, I said there is also something called a zero point preference. [Indiscernible]. This is a spouse or the children of a disabled vet can use their preference. All they have to do is get the veterans letter from the

parents [Indiscernible] the deceased parent showing they had a DD 214 showing that there. You cannot competitively appoint those folks as well.

And someone asked a question and I don't know if I was still on the line when I answered the question. Does 30% need to be documented on the DD 214? Karen, I don't know if you got the answer to that, but everyone receives a DD 214. Veterans have 30% or greater disability get a letter from the VA showing their percentage of disability to get the same 10 point preference regardless. Went to the 30% of the 10 point. Doesn't matter if you have 100% or 30%. You still get 10 points.

[Indiscernible] Yes. If you have two children they can.

One more thing. A lot of people [Indiscernible] I hated the [Indiscernible] term wounded warriors [Indiscernible] or military man and being on to combat. I am 6-foot-four and I was climbing in and out of tanks. I have bad knees and bad [Indiscernible], and that is of part of my disability. But if you see me, you would never think anything is wrong with me. So don't get confused when you hear wounded warriors or disabled veterans that they are somebody who lost an arm or limb in combat. They are still normal people, just like I am and like anybody else. You have to ensure they can perform the duties of the job. That is what you are most concerned with, and they [Indiscernible] and perform the duties of the job. If I am at a call center I have one arm, I have to answer the phone, only need one arm to hold the phone. You cannot discriminate against me because I have one arm or you cannot say a disabled veteran cannot do the job. If a spouse is alive, then only the spouse can use the preference. If both parents are deceased then the children can use the preference. Does that answer your question? Only 30% or more. I hope this is effective information.

Let's talk about Schedule A candidates. It is a noncompetitive hiring authority and individuals with disabilities are a source of excellent applicants. You have to have no public notice. They're not going to be blocked by a veteran. OPM has a shared list of people with disabilities, and it's best to interview in person when you can interview in person. You can actually get eyes on the person and you can determine if they can do the physical requirements of the job.

You should be interviewing a person instead of a resume anyways. That is one of the problems in the federal government. They interview resumes instead of interviewing candidates. We should actually interview the candidate whenever we have the opportunity and when you have candidate or out of the state discussed earlier, [Indiscernible] is a set of questions that we ask anybody. But they shouldn't be dead end questions. You don't want to ask yes or no questions, because they do not get to the meat of what you want. And also, for example, have a candidate [Indiscernible] Remember I told you earlier that you guys are the subject matter experts. If you have a person that you want to come in and bring them in as a program manager, and there is a certain thing that you do with your program. You know if the person, excuse my term, is BSing you or they can really do the job. You can talk the talk and you know right away if I asked you ask me a question and I answer, you could say I caught this guy, he did not have a clue about what he is talking about, and move on.

Jenna had a question. Any [Indiscernible] if the spouse is alive? I think I answered that already. They cannot use it if the spouse is alive. Spouse uses the preference.

Janet also asked if folks had a percent disabled, how can they work?

100% disabled as far as the VA authority is different than [Indiscernible] do not confuse 100% disabled with someone that is handicapped. I'm 80% disabled. I can walk and catch a train. I can talk and comprehend. A person's mind is not dead because their body doesn't function the way they used to when they were 21. You can be [Indiscernible] percent disabled and don't want [Indiscernible]. I don't know [Indiscernible] I know a few people that [Indiscernible] percent disabled.

Looks like Janet is typing, and she said thank you. Back all right. This is a lot of information. Now is the time, even though you have asked questions throughout which I got [Indiscernible] I am glad you participated. You can ask your questions. Does anyone have any more questions that you want me to clarify anything that we discussed today? Daniel is typing. Maybe not.

It looks like we have multiple people.

What is a good way [Indiscernible] if you announce the position internal and external of all sources [Indiscernible] what is a good way to assess a pool of qualified VRA applicants? [Indiscernible] aside qualified applicants just like you. Non-VRA applicant.

You're a subject matter expert, and you can ask the correct questions to know if someone can comprehend or not comprehend or they can do the duties of the job. Just because the person is a veteran and they end up on the list doesn't mean that you have to select them if they cannot do the job. We can do veteran bypasses, a request to get a veteran bypass [Indiscernible] a disabled vet because they cannot do the job. You have to justify why you are bypassing the veteran. But just because [Indiscernible]

Ty, [Indiscernible] like to make a point of clarification.

The point is, how do you find a pool of VRA candidates? But that is the next slide. I will give you site that you go to, Daniel, and have different candidates that you can look at. We want to have a pool of evidence or some type of site for the National Park Service where you can go in and look at that, but first we have to get the buy-in of supervisors that are willing to use it. We have to get supervisors to understand that, because they are in there; if we take one applicant, we have to take all. You may have to go through five or 10,000 resumes to look for what you want. It is not going to be our responsibility to determine take. It may take a little work to do it. Hopefully, we'll have a website. We have other websites where you can find these veterans. Noncompetitive bid without having the announcement. On one of my slides there is contact information.

You can use some of these sites to find persons with disabilities. And talk to your local HR specialist. We get email all of the time with folks that I want a job, and I have to tell these guys based on the resume that you have [Indiscernible] it is being honest. You are not going to get hired saying how when I first started applying for the federal government I used to write my resume that I captured Saddam Hussein. I saved someone from a burning truck and I got not qualified because managers don't just want good people. Managers want people with the ability to do the job they need done. I had to learn that I had to tailor my resume to the job announcement. I had to have somebody give me a chance [Indiscernible] my resume and draw the information out of me. Annually do this or that. Am I capable of doing this? And as long as I score 70%, I am minimally qualified to bring the person to do the job. I don't pass; I don't get that one, AJ.

[Indiscernible] is not just an HR person puts it on him or promotion. You can find a veteran. You don't have to have HR. You can bring it to us instead of giving it to [Indiscernible] every military organization has something when you get out of the military. I forget the term that it is called. I have been out 17 years. [Indiscernible] class to show you how to translate, but they are teaching that wrong as well, and I learned that once I became an HR professional they are still not sure you correctly how to fix your resume.

That is correct, Janet. On a merit promotion announcement the preference that they get that they are allowed to apply, that is all they get. They do not get any point block anybody. One other thing managers/ supervisors [Indiscernible] do not just announce a position externally, just because you want to announce it externally. You are not going to get better candidate working vets at the same on an internal announcement, and you do not have to get them walking up and [Indiscernible] specified time, especially if it is a position that is not professional or technical, because you are wasting our time with a list of 1,000 people that we have to review. Which we're not going to get the candidate or vet you want anyway [Indiscernible] is going to block it. Have people jumping up and down, but they want [Indiscernible] that I cannot, because they are going to get somebody they want for the job but they are never going to get him, and then they complain about the time it takes to get the referral left, but I have to go through the whole process for somebody that you are not going to get anyways for a GS 5 park guide or someone who collects the money or someone sitting at the desk answering phones. A vet is going to block that position every time. You would be better off using Pathways to get a student and then you can train the student. The student [Indiscernible] that can go to school and they want to work a job, a low-paying job. But I think Angela Hargrove is going to talk about that.

I am down to one minute, but I don't want to hold up the next presenter. You have my contact information, my name and number and if you have any questions, I'm going to answer your questions in a second. If you have any questions feel free to email me or call me on the phone directly if you want to talk and I'll give you any information on this presentation or any other HR information that you want to talk about.

Janet, you are 100% correct. Meticulous. I do not have any more time but I will play this. Veterans feel like [Indiscernible] in the military the system is [Indiscernible] working veterans cannot quite understand if you apply for a GS 5 and the position shows [Indiscernible] you get this new career progression you are going to always be a GS 5 [Indiscernible] doing that type of work. If I do good and I come to work on time I can get promoted to GS 6 [Indiscernible]. The promotion with GF 5 and that is what you are. That may help a little bit.

This concludes my presentation. If anyone has any information they need feel free to contact me at my direct line or send me an email and I will respond to your email. Thank you everybody for participating in the call.

Thank you so much Ty. Up next at 2:45 PM we have pay and leave. Thank you again.