A link to opportunities for Wounded Warriors

Wounded Warriors possess a wide array of skills and experiences gained from their military service. There are hundreds of civilian occupations and careers that provide a match for those skills — from supply sergeant to logistics specialist, corpsman to medical technician, cyber security operations to information technology manager, and many more.

DORS — the Defense Outplacement Referral System — is a centralized system designed to provide a single source for Wounded Warriors to register their skills and expertise as well as their availability for civilian careers in the Department of Defense (DoD). By registering in DORS, Wounded Warriors provide human resources professionals and hiring managers with ready access to high-caliber talent readily available to fill a position in 30 days.

“DORS offers Wounded Warriors a great network and advantage to getting their information out.”

Purple Heart Recipient
Matthew Sullivan
Records Room Supervisor
Did you serve on active duty in the Armed Forces of the United States?

» YES

» NO

“There are different ways to serve your country ... and opportunities like DORS help make that possible.”

Purple Heart Recipient
Gabe Ledesma
Transition Outreach
Were you honorably discharged or released from active duty in the Armed Forces?

» **YES**

» **NO**

TIP: If your discharge was Honorable or was changed to *Honorable* by a Discharge Review Board, answer “YES”
If you received a general or clemency discharge, answer “NO”

➢ [CLICK HERE FOR SAMPLE OF DD214 AND LOCATION OF INFORMATION](#)
**CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY**

<table>
<thead>
<tr>
<th>Field</th>
<th>Content</th>
</tr>
</thead>
<tbody>
<tr>
<td>NAME (Last, First, M.D.I.J.O.E)</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>DEPARTMENT, COMPONENT AND BRANCH</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>GRADE, RATE OR RANK</td>
<td>E4</td>
</tr>
<tr>
<td>SOCIAL SECURITY NO.</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>PLACE OF ENTRY INTO ACTIVE DUTY</td>
<td>CNL</td>
</tr>
<tr>
<td>HOME OF RECORD AT TIME OF ENTRY (City and state of complete address)</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>COMMAND TO WHICH TRANSFERRED</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.)</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>RECORD OF SERVICE</td>
<td></td>
</tr>
<tr>
<td>Date Entered AD This Period</td>
<td>96 01 23</td>
</tr>
<tr>
<td>Separation Date This Period</td>
<td>2000 01 22</td>
</tr>
<tr>
<td>Net Active Service This Period</td>
<td>04 11 03</td>
</tr>
<tr>
<td>Total Prior Active Service</td>
<td>02 00 00</td>
</tr>
<tr>
<td>Total Prior Inactive Service</td>
<td>00 00 00</td>
</tr>
<tr>
<td>Foreign Service</td>
<td>00 00 00</td>
</tr>
<tr>
<td>Sea Service</td>
<td>00 00 00</td>
</tr>
<tr>
<td>Effective Date of Pay Grade</td>
<td>96 01 11</td>
</tr>
<tr>
<td>DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED</td>
<td>National Defense Service Medal, Overseas Service Ribbon, Kuwait Liberation Medal, Kuwait Liberation Medal (K), Combat Action Ribbon, Good Conduct Medal (w/1 star), Arctic Service Ribbon (w/3 stars), Rifle Expert Badge (2D Award)</td>
</tr>
<tr>
<td>MILITARY EDUCATION (Course title, number of weeks, and month and year completed)</td>
<td>Legal Services Specialist Course (58XX) 7 Weeks 1996</td>
</tr>
<tr>
<td>MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERANS EDUCATIONAL ASSISTANCE PROGRAM</td>
<td>Yes</td>
</tr>
<tr>
<td>MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 30 DAYS POST DEPART</td>
<td>Yes</td>
</tr>
<tr>
<td>REMARKS</td>
<td>Good Conduct Medal Period Commences - 990122</td>
</tr>
<tr>
<td>MAILING ADDRESS AFTER SEPARATION (include Zip Code)</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>NEAREST RELATIVE (Name and address - include Zip Code)</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>TYPE OF SEPARATION</td>
<td>Discharge</td>
</tr>
<tr>
<td>SEPARATION AUTHORITY</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>SEPARATION CODE</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>HONORABLE</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>CHARACTER OF SERVICE</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>SEPARATION CODE</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>REENTRY CODE</td>
<td>[Redacted]</td>
</tr>
<tr>
<td>MEMBER REQUESTS COPY</td>
<td>4</td>
</tr>
</tbody>
</table>

**RETURN TO PREVIOUS SLIDE**
Do you have a service-connected disability of 30% or more as determined by your Military Department or the Department of Veterans’ Affairs OR were awarded a Purple Heart?

» **YES**

» **NO**

~ If you have not applied or do not have a pending determination of disability, answer “NO”
Was your disability incurred as a **direct result of armed conflict** OR **instrumentality of war**?

» **YES**

» **NO**

“Even though we aren’t on the ground, we are part of the big picture and supporting our Sailors and Marines.”

Purple Heart Recipient
Laura Langdeau
Production Controller
You appear to be **eligible** to register for the Defense Outplacement Referral System (DORS). Are you interested in registering in DORS?

» **YES**

» **NO**
Do you have the required documents below?

1. A **resume** describing your work experience, education, awards, medals, training, etc., **AND**

2a. A **DD-214** (Member 4 Copy) indicating your service as honorable; **OR**
2b. In lieu of a **DD-214** (Member 4 Copy), a **Statement of Service** from your Military Personnel Office that certifies your expected discharge as honorable; **AND**

3a. A letter from your Military Personnel Office that certifies your disability as a compensable service-connected disability of 30% or more; **OR**
3b. A **letter from the Department of Veterans’ Affairs** that certifies your disability as a compensable service-connected disability of 30% or more; **AND**

4. An **SF-15** “Application for 10-point veterans preference” indicating your claimed compensable service-connected disability rating or receipt of a Purple Heart.

» **YES**

» **NO**
Sample Statement of Service

From: Officer-in-Charge, (Insert command information)

To: Civilian Human Resources Office

Subj: STATEMENT OF SERVICE ICO MRC (EXW/SW) JOHN DOE, USN

1. This letter certifies that MRC (EXW/SW) John Doe is currently assigned to Naval Special Warfare Group THREE, Detachment Little Creek, Joint Expeditionary Base, Little Creek, Virginia.

2. MRC (EXW/SW) Doe's end of active obligated service is 31 December 2011. He is expected to be separated (or retired) under honorable conditions. The following information is provided below:

   Name of Service Member: John Doe
   SSN: XXX-XX-XXXX
   Branch of Service: United States Navy
   Active Duty Service Entry Date: 23 December 1987
   End of Active Obligated Service: 31 December 2011
   Job/House Hunting: 29 Sept – 17 Oct 11
   Terminal Leave: 18 Oct – 31 Dec 11
   Expected Honorable Discharge: 31 December 2011

3. Decorations, Medals, Badges, Citations and Campaign Ribbons Awarded or Authorized (All periods of service):

4. Any questions concerning this matter can be directed to (Insert POC name and phone number) and (PSD Rep Email).

   (Title)
   By direction
Sample SF-15

Sample VA Letter Documenting Compensable Service-Connected Disability

DEPARTMENT OF VETERANS AFFAIRS
Regional Office
3333 North Central Avenue
Phoenix, Arizona 85012-2435

February 8, 2012

Dear Mr.

The following certificate is furnished for use in establishing civil service preference. This Certificate is considered a permanent record of the Veteran’s service-connected disability(ies).

This is to certify that the records of the Department of Veterans Affairs disclose that Garrett A. is entitled to compensation for service-connected disability(ies) rated at 30 percent or more. This payment is made in accordance with public laws administered by the Department of Veterans Affairs. Our records indicate the Veteran served on active duty in the Armed Forces, and was separated under honorable conditions.

Do You Have Questions Or Need Assistance?
If you have any questions, you may contact us by telephone, e-mail, or letter.

<table>
<thead>
<tr>
<th>If you</th>
<th>Here is what to do</th>
</tr>
</thead>
<tbody>
<tr>
<td>Telephone</td>
<td>Call us at 1-800-827-1000. If you use a Telecommunications Device for the Deaf (TDD), the number is 1-800-829-4833.</td>
</tr>
<tr>
<td>Use the Internet</td>
<td>Send electronic inquiries through the Internet at <a href="https://iris.va.gov">https://iris.va.gov</a>.</td>
</tr>
<tr>
<td>Write</td>
<td>Put your full name and VA file number on the letter. Please send all correspondence to the address below: Winston-Salem Regional Office Federal Building 251 N Main Street Winston Salem, NC 27155 FAX: (336) 714-0651</td>
</tr>
</tbody>
</table>

Sincerely yours,
Please complete the **contact form** and submit along with the **applicable documents** to: DORS-WW@navy.mil

Once these documents are submitted, a DORS registration counselor will contact you within 2 business days.
While it appears you are not eligible for DORS, you may be eligible for other special appointing authorities. Civilian career opportunities with the Navy and Marine Corps are available in a wide variety of specialties. Find information at:

Including how to:

– Understand how your experience and skills match the missions of the Department of the Navy organizations.
– Search current and ongoing job opportunities, using USAJOBS.
– Think globally with our international career opportunities.
– Get details about internships and apprenticeships and our special programs for veterans, military spouses and people with disabilities.
You appear to be **eligible** for job vacancies which are open to all US citizens

See this website for additional information

It appears you are not eligible for DORS, however you may be eligible for other appointments such as the

**Veterans' Recruitment Appointment (VRA)**

**OR**

**Veterans Employment Opportunities Act (VEOA)**

**OR**

**Federal Employment of People with Disabilities**

**OR**

**30% or More Disabled Veterans Appointment**

**OR**

Any job vacancy that is **OPEN TO US CITIZENS**
It appears you are not eligible for DORS, however you may be eligible for other Veteran’s Appointments such as the Veterans' Recruitment Appointment (VRA) OR Veterans Employment Opportunities Act (VEOA) OR Any job vacancy that is OPEN TO US CITIZENS
If you do not have some of the documents, you may contact the Department of the Navy (DON) Employment Information Center (EIC) for assistance and information on where you can obtain these documents at DONeic@navy.mil or 1-800-378-4559.
DIRECT RESULT OF ARMED CONFLICT – a disease or injury incurred in the line of duty as a direct result of armed conflict (e.g., war, expedition, occupation of an area or territory, battle, or other action in which service members are engaged with a hostile or belligerent nation, faction, force, or terrorists). To support a combat-related determination, there must be a definite causal relationship between the armed conflict and the resulting disability.

INSTRUMENTALITY OF WAR – a vehicle, vessel, or device (weapon, military combat vehicle, military ordinance, or material) designed primarily for Military Service and intended for use in such Service at the time of the occurrence or injury. It may include such instrumentalities not designated primarily for Military Service if use of, or occurrence involving, such instrumentality subjects the individual to a hazard peculiar to Military Service.
Please complete the form below and email to DORS-WW@navy.mil

DORS Preliminary Contact Form.pdf
Veterans' Recruitment Appointment (VRA)

Veterans' Recruitment Appointment (VRA) is an excepted authority that allows agencies, to appoint eligible veterans without competition. If you:

- are in receipt of a campaign badge for service during a war or in a campaign or expedition; **OR**
- are a disabled veteran, **OR**
- are in receipt of an Armed forces Service Medal for participation in a military operation, **OR**
- are a recently separated veteran (within the last 3 years), **AND**
- separated under honorable conditions (this means an honorable or general discharge), you are VRA eligible.

You can be appointed under this authority at any grade level up to and including a GS-11 or equivalent. This is an excepted service appointment. After successfully completing 2 years, you will be converted to the competitive service. Veterans' preference applies when using the VRA authority.

Agencies can also use VRA to fill temporary (not to exceed 1 year) or term (more than 1 year but not to exceed 4 years) positions. If you are employed in a temporary or term position under VRA, you will not be converted to the competitive service after 2 years.

There is no limit to the number of times you can apply under VRA.

You must provide documentation of your preference or appointment eligibility. Your DD-214 (Member 4 Copy), "Certificate of Release or Discharge from Active Duty" is preferable. If claiming 10-point Veterans' preference, you will need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."
Veterans Employment Opportunity Act (VEOA)

Veterans Employment Opportunity Act of 1998, as amended (VEOA) is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It can not be used to fill excepted service positions. It allows veterans to apply to announcements that are only open to so called "status" candidates, which means "current competitive service employees."

To be eligible for a VEOA appointment, your latest discharge must be issued under honorable conditions (this means an honorable or general discharge), AND you must be either:

- a preference eligible (defined in title 5 U.S.C. 2108(3)), OR
- a veteran who substantially completed 3 or more years of active service.

When agencies recruit from outside their own workforce under merit promotion (internal) procedures, announcements must state VEOA is applicable. As a VEOA eligible you are not subject to geographic area of consideration limitations. When applying under VEOA, you must rate and rank among the best qualified when compared to current employee applicants in order to be considered for appointment.

Current or former Federal employees meeting VEOA eligibility can apply. However, current employees applying under VEOA are subject to time-in-grade restrictions.

"Active Service" under VEOA means active duty in a uniformed service and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary concerned.

"Preference eligible" under VEOA includes those family members entitled to derived preference.

You must provide documentation of your preference or appointment eligibility. Your DD-214 (Member 4 Copy), "Certificate of Release or Discharge from Active Duty" is preferable. If claiming 10-point Veterans' preference, you will need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."
30% or More Disabled Veteran

30% or More Disabled Veteran allows any veteran with a 30% or more service-connected disability to be non-competitively appointed.

You are eligible if you:

• retired from active military service with a service-connected disability rating of 30% or more; OR
• you have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or more.

This authority can be used to make permanent, temporary (not to exceed 1 year) or term (more than 1 year, but not more than 4) appointments in the competitive service. There is no grade level restriction.

When using this authority to appoint on a permanent basis, you are first placed on a time limited appointment of at least 60 days and then converted to a permanent appointment at management's discretion. When the authority is used for temporary or term appointments, you will not be converted to a permanent appointment.

You must provide documentation of your preference or appointment eligibility. Your DD-214 (Member 4 Copy), "Certificate of Release or Discharge from Active Duty" is preferable. If claiming 10-point Veterans' preference, you will need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."
Federal Employment of People with Disabilities (Schedule A Authority)
The Schedule A authority for people with disabilities, 5 CFR 213.3102(u), is an excepted authority that agencies can use to appoint eligible veterans who have a severe physical, psychological, or intellectual disability. To be eligible, you must:

- Show proof of your disability. Documentation may be from any licensed medical professional (e.g., a physician or other medical professional certified by a State, the District of Columbia, or a U.S. Territory to practice medicine), a licensed vocational rehabilitation specialist (i.e., State or private), or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits;
- Your medical documentation should distinguish between disabilities that are temporary, or transient, versus disabilities, which are chronic, permanent, on-going, or unresolved with no end in sight.
- Have a certification of job readiness. Certification of job readiness (i.e., that you are likely to perform the duties of the job you wish to perform despite the presence of your disability) may be from any licensed medical professional (e.g., a physician or other medical professional certified by a State, the District of Columbia, or a U.S. Territory to practice medicine), a licensed vocational rehabilitation specialist (i.e., State or private), or any Federal or State agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

The above documentation may be combined in one letter or you can provide it in separate letters.

Agencies can use this authority, at their discretion, to appoint you at any grade level and for any job (time-limited or permanent) for which you qualify. Veterans' preference applies when agencies hire individuals under this authority. After 2 years of satisfactory service, the agency may convert you, without competition, to the competitive service.

There is no limit to the number of times you can apply under this authority.

You must provide documentation of your preference or appointment eligibility. Your DD-214 (Member 4 Copy), "Certificate of Release or Discharge from Active Duty" is preferable. If you are claiming 10-point Veterans' preference as a disabled veteran, you will need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."
Veterans' Recruitment Appointment (VRA)

- Veterans' Recruitment Appointment (VRA) is an excepted authority that allows agencies to appoint eligible veterans without competition. If you:
  - are in receipt of a campaign badge for service during a war or in a campaign or expedition; OR
  - are a disabled veteran, OR
  - are in receipt of an Armed forces Service Medal for participation in a military operation, OR
  - are a recently separated veteran (within the last 3 years), AND
  - separated under honorable conditions (this means an honorable or general discharge), you are VRA eligible.

- You can be appointed under this authority at any grade level up to and including a GS-11 or equivalent. This is an excepted service appointment. After successfully completing 2 years, you will be converted to the competitive service. Veterans' preference applies when using the VRA authority.

- Agencies can also use VRA to fill temporary (not to exceed 1 year) or term (more than 1 year but not to exceed 4 years) positions. If you are employed in a temporary or term position under VRA, you will not be converted to the competitive service after 2 years.

- There is no limit to the number of times you can apply under VRA.

You must provide documentation of your preference or appointment eligibility. Your DD-214 (Member 4 Copy), "Certificate of Release or Discharge from Active Duty" is preferable. If claiming 10-point Veterans' preference, you will need to submit a Standard Form (SF-15), "Application for 10-point Veterans' Preference."
Veterans Employment Opportunity Act (VEOA)

Veterans Employment Opportunity Act of 1998, as amended (VEOA) is a competitive service appointing authority that can only be used when filling permanent, competitive service positions. It can not be used to fill excepted service positions. It allows veterans to apply to announcements that are only open to so called "status" candidates, which means "current competitive service employees."

To be eligible for a VEOA appointment, your latest discharge must be issued under honorable conditions (this means an honorable or general discharge), **AND** you must be either:

- a preference eligible (defined in title 5 U.S.C. 2108(3)), **OR**
- a veteran who substantially completed 3 or more years of active service.

When agencies recruit from outside their own workforce under merit promotion (internal) procedures, announcements must state VEOA is applicable. As a VEOA eligible you are not subject to geographic area of consideration limitations. When applying under VEOA, you must rate and rank among the best qualified when compared to current employee applicants in order to be considered for appointment.

Current or former Federal employees meeting VEOA eligibility can apply. However, current employees applying under VEOA are subject to time-in-grade restrictions.

"Active Service" under VEOA means active duty in a uniformed service and includes full-time training duty, annual training duty, full-time National Guard duty, and attendance, while in the active service, at a school designated as a service school by law or by the Secretary concerned.

"Preference eligible" under VEOA includes those family members entitled to derived preference.

You must provide documentation of your preference or appointment eligibility. The member 4 copy of your DD-214, "Certificate of Release or Discharge from Active Duty" is preferable. If claiming 10 point veterans’ preference, you will need to submit a **Standard Form (SF-15)**, "Application for 10-point Veterans' Preference."
Are you the spouse or mother of a veteran occupationally disabled because of service-connected disability, or the widow/widower or mother of a deceased wartime veteran?

» **YES**

» **NO**
While it appears you are not eligible for DORS, you may be eligible for other appointing authorities. Civilian career opportunities with the Navy and Marine Corps are available in a wide variety of specialties. Find information at: www.public.navy.mil/donhr/Employment/CivJobOpps/Pages/Default.aspx

Including how to:

– Understand how your experience and skills match the missions of the Department of the Navy organizations.
– Search current and ongoing job opportunities, using USAJOBS.
– Think globally with our international career opportunities.
– Get details about internships and apprenticeships and our special programs for veterans, military spouses and people with disabilities.
You may be eligible for Veterans’ appointments in addition to DORS, such as the

Veterans’ Recruitment Appointment (VRA)
OR

Veterans Employment Opportunities Act (VEOA)
OR

Federal Employment of People with Disabilities
OR

30% or More Disabled Veterans Appointment
OR

Any job vacancy that is OPEN TO US CITIZENS
Civilian career opportunities with the Navy and Marine Corps are available in a wide variety of specialties. Find information at:


Including how to:

– Understand how your experience and skills match the missions of the Department of the Navy organizations.
– Search current and ongoing job opportunities, using USAJOBS.
– Think globally with our international career opportunities.
– Get details about internships and apprenticeships and our special programs for veterans, military spouses and people with disabilities.
Derived Veterans’ Preference

- **Spouses** are eligible when the veteran has been unable to qualify for any position in the civil service along the general lines of his or her usual occupation because of a service-connected disability or is rated by appropriate military or Department of Veterans Affairs authorities to be 100 percent disabled and/or unemployable.

- **Widows/Widowers** are eligible if you did not divorce your veteran spouse, have not remarried, or the remarriage was annulled.

- **Mothers of disabled veterans** are eligible if your son or daughter was separated with an honorable or general discharge from active duty, including training service in the Reserves or National Guard, and is permanently and totally disabled from a service-connected injury or illness.

- **Mothers of deceased veterans** are eligible when your son or daughter died under honorable conditions while on active duty during a war or in a campaign or expedition for which a campaign medal has been authorized.

**Note:** Preference is not given to widow or mothers of deceased veterans who qualify for preference under 5 U.S.C. 2108. Thus, widows or mothers of deceased disabled veterans who served after 1955, but did not serve in a war, campaign or expedition would not be entitled to claim preference.

To apply for positions where you may be able to invoke your derived Veterans' preference please visit the following website: