

era veterans, some requiring legislative action and others calling for administrative action by the Veterans' Administration, the Civil Service Commission, and other Federal agencies. One part of the total proposed program of basic and employment benefits centered on action to increase Federal employment opportunities.

2. Q. What action is required of the Civil Service Commission in improving Federal employment opportunities for Vietnam era veterans?

A. The Commission is to increase opportunities for returning veterans, and speed up their employment, through an action plan that provides for—
increased counseling service;
expediting handling of applications; and
transitional appointments.

TRANSITIONAL APPOINTMENTS

3. Q. What is a transitional appointment?

A. It is a special type of appointment to a Federal civilian job that may be given to a Vietnam era veteran who agrees to take an approved course of education or training while working.

4. Q. Is it new?

A. Yes. Executive Order 11397, signed by President Johnson on February 9, 1968, authorized agencies to use this appointment authority in assisting Vietnam era veterans who need the most help in making a successful transition from military to civilian life.

5. Q. Can an agency use this appointment authority in filling any of its job vacancies?

A. No, the authority can be used only in making appointments to positions at grade GS-5 or below, or the equivalent.

6. Q. What is meant by "or the equivalent"?

A. Jobs at PFS-5 and below in the postal field service; jobs in trades, crafts, and laboring occupations at or below grade 5 of the new coordinated Federal wage system; and any remaining jobs with entrance rates equal to or below the entrance rate of GS-5.

7. Q. What do you mean when you say "Vietnam era veteran"?

A. First of all, he or she is a veteran for civil service purposes. Second, some part of the veteran's active duty must have been after August 5, 1964 (that is, during the Vietnam era).

8. Q. Who is considered a veteran for civil service purposes?

A. Generally speaking, someone is a veteran for civil service purposes if he served on active duty in the Armed Forces (not just active duty for training) for at least 180 days and was discharged under honorable conditions. However, the 180-day requirement doesn't apply to a person who served on active duty before July 1, 1955, or who earned a campaign badge while on active duty, or who has a service-connected disability based on active duty.

9. Q. Is a "6-month" reservist or National Guardsman a veteran for civil service purposes?

A. Not if his only service is on active duty for training.

10. Q. In what ways is a transitional appointment different from the usual appointment to a Federal job?

A. There are several things that make this appointment different. The main ones are:

1. The eligible veteran has to agree to take approved education or training.

2. The veteran can hold the appointment only as long as he continues to show satisfactory progress in his education or training program, as well as on the job.

3. When the veteran completes his education or training program, his appointment is automatically changed to a regular civil service appointment.

11. Q. Who is eligible for a transitional appointment?

A. Remember that transitional appointments are used to give job and training opportunities to Vietnam era veterans who need the most help in making the transition to civilian life in today's high-skill labor market. In keeping with this purpose, a transitional appointment may be given only to a Vietnam era veteran who (1) has completed less than 1 year of education beyond graduation from high school (or the equivalent), and (2) agrees to take an approved program of education or training while he is working. Also, the veteran has to be