



Federal Job Preference and You

A Survivor benefit that can help you obtain federal employment

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WHAT is derived hiring preference?



What is veterans' hiring preference?

Veterans' hiring preference adds points to the numerical score used to rank applicants for open positions. Veterans' preference does not guarantee veterans a job, but gives them a slight advantage over other qualified applicants for the same position.

Derived hiring preference allows you, as the surviving spouse or parent of a deceased or disabled veteran, to claim the hiring preference your veteran cannot use for yourself. Visit <https://www.opm.gov/fedshirevets/veteran-job-seekers/veteran-family-members/> for more information.

What if I don't meet all the requirements for derived hiring preference?

Other resources may still help you find federal employment.

1. The Military Spouse Appointing

Authority lets federal agencies appoint military spouses to open positions without going through the competitive hiring process. In vacancy announcements on USAJobs, look in the "Who May Apply" section to see if the job falls under the Military Spouse Appointing Authority.

2. For more Information: <https://help.usajobs.gov/working-in-government/unique-hiring-paths/military-spouses>.

3. **Spouse Education and Career Opportunities (SECO)**. Visit <https://www.militaryonesource.mil/education-employment/for-spouses> or call 800-342-9647.

4. **State benefits**: Several states offer hiring preferences for survivors of deceased military service members or spouses of service members with disabilities. Find out more at your state Veterans Affairs office (https://discover.va.gov/external-resources/?resource_type=state-veterans-affairs-office).

WHO is eligible for derived hiring preference? Am I?



Yes, if you are the **Surviving, unmarried spouse** of a service member who died under honorable conditions on active duty during a war or recognized campaign or expedition.

Yes, if you are a **Surviving parent** of a service member who died under honorable conditions on active duty during a war or recognized campaign or expedition.

You must also be able to show that your own spouse is totally and permanently disabled or that you are unmarried, divorced or separated at the time that preference is claimed.

HOW do I claim derived hiring preference?



- 1 Apply for an open position through USAJobs (<https://www.usajobs.gov>).
- 2 Complete Standard Form (SF) 15, Application for 10-point Veteran Preference.
- 3 Provide documentation of your service member's death.
- 4 Provide documentation of the deceased's service during wartime or in a recognized campaign or expedition.
- 5 Provide documentation of your marital status.



Did You Know ...?

*If you meet the other conditions, both **Surviving spouses** and **Surviving parents** can claim derived hiring preference based on the same veteran's service.*