

# Frequently Asked Questions

**Course Title:** Veterans' Preference

**Course #:** 4936

**Duration:** 1 Day

**Delivery Method:** Instructor-led live classroom

**Alternative Delivery Methods:** Instructor-led online (synchronous)

## 1. What business or organizational need does this course address?

Unlock the knowledge and skills to effectively apply and adjudicate veterans' preference in federal employment. Through case studies and real-life examples, you'll gain a deep understanding of veterans' preference laws, eligibility criteria, and their application in competitive and excepted service hiring. You'll also explore how veterans' preference applies beyond hiring to areas including reductions in force (RIFs). By the end of the course, you'll be equipped to facilitate compliance, support veterans' transition to federal service, and uphold the integrity of the merit system.

## 2. Who should attend?

Federal HR professionals seeking a strong foundation in understanding veterans' preference and its applications will benefit from this course, especially those looking to ensure accuracy and reduce errors.

## 3. What will I learn how to do in this course?

- Explain the fundamentals of veterans' preference and their application in federal hiring
- Analyze and accurately adjudicate veterans' preference eligibility in compliance with federal hiring regulations
- Apply veterans' preference rules to ensure compliance in making staffing decisions
- Navigate policies and situations related to veterans' preference beyond the hiring process

## 4. What kinds of activities are included in this course?

Individual, small-group, and large-group exercises; lecture, discussion, case study, action planning

## 5. Are there prerequisites for this course?

Suggested:

- [Federal Talent Acquisition](#)
- [Federal Staffing, Placement, and Recruitment Essentials](#)

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- [Federal Candidate Evaluation and Qualification Analysis](#)

## 6. Do I have to complete any prework for the course?

There is no prework required for this course.

## 7. Is this course applicable toward a professional certification?

NASBA

## 8. Does this course count for credit toward a Management Concepts Certificate Program?

No, this course is not applicable toward a Management Concepts Certificate Program. However, many Management Concepts courses do count for credit toward a Management Concepts Certificate Program. Click [here](#) to see a full list of Management Concepts Certificate Programs.

## 9. What credits do I earn by completing this course?

The following credits are available for this course:

NASBA CPEs: 8

NASBA Field of Study: Personnel/Human Resources

NASBA Level: Basic

CEUs: 0.6

PDU: 7

CLPs: 8

## 10. What course(s) do you recommend after I complete this course?

- [Writing Federal Position Descriptions](#)
- [Processing Personnel Actions in Federal HR](#)

## 11. What are Additional Features?

Most courses and training solutions have **Additional Features** designed to help every learner master and retain the concepts explored in the course. You can see which Additional Features are added to this course on the course page under the **Learning Objectives & Additional Features** tab – and for a more detailed exploration of our Additional Features, you can visit [this web page](#).