



CONTINUE YOUR SERVICE WITH FEDERAL EMPLOYMENT

By Victoria Thompson, ACP

YOU ARE READY FOR TRANSITION.

and know you want to keep serving your country. Federal service is a great way to continue the mission, as these jobs directly impact lives every day. A career with the federal government offers great benefits comparable to those of the private sector. Despite what many people think, federal jobs are located nationwide, including hybrid and remote positions.

One of the biggest perks of federal work is that your time in service counts towards your promotion and retirement. You may also qualify for veteran preference points on your application, helping you stand out from other candidates. If you are not retiring from military service,

no regulation dictates when a service member can apply for federal employment. You can apply while still on active duty. If you are retiring, you may have to wait 180 days to apply to a DOD job unless you get an exception for immediate hire to a position.

One of the biggest questions for would-be applicants is, “How do I get a federal job?” Start by creating a [USAJOBS.gov](https://www.usajobs.gov) account, as all federal jobs are posted on that website. You will need to upload your DD-214 and any other relevant documents. While there, you can set up alerts that let you know when a new job matches your search criteria.

You will also need to create a detailed federal resume. Compared to a civilian resume’s

one to two pages in length, the average federal resume is five pages long. When creating your resume, you want to use as much data and statistics to support your experience as possible. Be sure to tailor each iteration of your resume to the specific job you are applying for. While the process of applying for a federal job can be daunting, there are resources that can help you every step of the way. You can learn more about transitioning to a federal job and how veteran preference works, find out how positions are filled, create a federal résumé and find more resources on the Department of Labor’s website (dol.gov/general/jobs/veterans). If you need help determining what civilian jobs align with your military experience, you can use a military-to-federal job crosswalk.

Whether you are interested in the private or public sector, ACP’s Veteran Mentorship Program is one of the best tools to help you transition from the military. Mentors help veterans work on their resume, interview skills, and help keep them on track with their goals at acp-usa.org/mentoring-program/veteran-application. Fill out an application, and an ACP operations associate will reach out within 24 hours to begin finding a great mentor for you.

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