

NOW Hiring - PACT and non-PACT Hiring is #1 priority of SECVA!

How to use the Post-Secondary Student (PSS) Hiring Authority

How the PSS hiring authority works:

Hire post-secondary students in temp (up to 1 year) or term (up to 4 years) competitive service jobs up to GS-11 (or equivalent).

How candidates qualify

- Meet the OPM qualification standard; or
- OPM approved agency-specific qualification standard for the position.

Limited quantities - Allocations based on number of hires used the prior fiscal year, so use them all now & we get more next FY!

For FY23, VA gets 43 total appointments.
Max number you can hire by
VA Administration: **VBA-3, NCA-1, VHA-39**

Exciting Advantages!

- Flexibility to replenish government workforce & hire students!
- Reduces T2Hire metrics!
- Diversifies workforce!
- Avenue to fill mission critical occupations!
- Cost effective way to hire quickly with fewer hiring rules!

Who it applies to:

Students enrolled or accepted in an institution of higher education pursuing a bachelor's or graduate degree on at least a part-time basis.

Conversion to a permanent position may be possible if the individual:

- Completed a course of study leading to the bachelor's or graduate degree (or certificate as appropriate);
- Completed not less than 640 hours of current continuous employment;
- Meets OPM qualification standards for the position student will be converted to and;
- Meets time-in-grade requirements in 5 CFR part 300 subpart F.

How to advertise your job opportunity announcement (JOA):

- Promotes a diverse applicant pool;
- Post on USAJOBS;
- Posting on 3rd party websites permitted (e.g., VA Careers, VMSTEP website, etc.) but link your related JOA to USAJOBS.

Rules or no Rules:

- ✓ Vet Preference-No
- ✓ Rating & Ranking-No
- ✓ CTAP/ICTAP Clearance-No

NOW you're ready to Post JOAs to hire eligible & qualified students!

Remember to keep track of usage & stay within the FY hiring limits!

Get the word out!

