



a New Day for Federal Service

Hiring Authorities and Flexibilities

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Appointing Authorities for Veterans

- **Special Hiring Authorities for Veterans**
 - 30 Percent or More Disabled Veterans
 - Veterans' Recruitment Appointment (VRA)
 - Veterans' Employment Opportunities Act of 1998 (VEOA)

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Appointing Authorities for Veterans

- **30 Percent or More Disabled Veterans**
 - Veterans with a disability of 30 percent or more who meet the qualification requirements for the position can be hired under a time-limited appointment lasting at least 60 days
 - Hiring manager may convert the veteran to a permanent competitive service position at any time during the temporary appointment

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Appointing Authorities for Veterans

- **Veterans' Recruitment Appointment (VRA)** – for eligible veterans who meet one of the following:
 - Are disabled
 - Have a campaign badge
 - Have the Armed Forces Service Medal
 - Honorably separated from service within the last 3 years

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Appointing Authorities for Veterans

- **VRA basics**
 - 2-year excepted appointment
 - Initial appointment up to GS-11
 - Eligible veterans who successfully complete the 2-year program must be converted to a permanent position in the competitive service

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Appointing Authorities for Veterans

- **Veterans' Employment Opportunities Act (VEOA)**
 - Allows veterans to apply under merit promotion procedures for a permanent competitive service position
 - Veterans' preference does not apply
 - Provides access to jobs that were otherwise closed

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Appointing Authorities for Veterans

- **Veterans' Employment Opportunities Act (VEOA)**
 - Preference eligibles and veterans separated after 3 years or more of active service may compete for jobs filled under merit promotion procedures when agencies accept applications from individuals outside of their workforce

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Noncompetitive Appointment Authority - Military Spouses

- Facilitates entry of military spouses into the Federal Government
- Eligible spouses must apply in response to a Job Opportunity Announcement on USAJOBS
- Eligible spouses must meet qualification requirements for the position

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Noncompetitive Appointment Authority - Military Spouses

- Agencies may choose to hire eligible military spouses under this special hiring authority
- 3 categories of eligibility – an applicant must be one of the following:
 - Relocating with service member spouse under Permanent Change of Station (PCS) orders,
 - Spouse of a service member who is 100 percent disabled due to a service-connected injury, or
 - Spouse of a service member killed while on active duty

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Noncompetitive Appointment Authority - Military Spouses

- Eligibility time limits:
 - 2 years of eligibility from the date of the spouse's Permanent Change of Station (PCS) orders
 - Permanent eligibility from the date of the documentation indicating the service-connected disability or death

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Excepted Service Employment

- Excepted by Statute, Executive Order, or OPM action, and listed under Schedules A, B, C or D
 - Schedule A – Cannot use traditional examining methods; not subject to OPM qualification standards
 - Schedule B – Cannot hold open competition; must meet OPM qualification standards
 - Schedule C – Political appointees

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Excepted Service Employment

- Excepted by Statute, Executive Order, or OPM action, and listed under Schedules A, B, C or D
 - Schedule D – Temporarily removed when filled by students or individuals who recently completed their education
- OPM also grants agency-specific Schedule A and B authorities

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Excepted Service Appointments - Individuals with Disabilities

- Appointment, under Schedule A, of individuals with disabilities
 - Designed to remove barriers and increase employment opportunities for these individuals
 - Improves the Federal Government's ability to hire persons with these disabilities
 - Requires proof of the disability

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Excepted Service Appointments - Individuals with Disabilities

- 3 categories of eligibles – an applicant must have one of the following:
 - Intellectual disability,
 - Psychiatric disability, or
 - Severe physical disability

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Excepted Service Appointments - Individuals with Disabilities

- Temporary appointments or non-temporary appointments
- Eligibility for non-competitive appointment to permanent after successfully completing 2 years

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Pathways Programs - Internship Program

Formerly known as the *Student Career Experience Program (SCEP)* and *Student Temporary Employment Program (STEP)*

- Provides students with paid opportunities to work and explore Federal careers while still in school
- Formal written agreement between the agency and student
- Work is related to the student's academic pursuits or career interests

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Pathways Programs - Internship Program

- Successful students are eligible for a permanent job in the competitive service upon completing academic requirements
- Interns may:
 - Work full- or part-time
 - Be hired on a temporary basis for up to one year, or an indefinite period
 - Be converted to a permanent or term position

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Pathways Programs - Recent Graduates Program

New Program

- 1-year program with formal training and developmental opportunities to meet specific agency needs
- Appointed at the GS-5/7/9 (*GS-11 or 12 for certain scientific or professional positions*)
- Eligibility for permanent appointment to the competitive service

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Pathways Programs - Presidential Management Fellows Program

Revamped Program

- 2-year leadership development program
- Fellows appointed at the GS-9, 11, or 12
- Rigorous training requirements
- Eligible for permanent placement upon:
 - Successful completion of fellowship
 - Certification by agency Executive Resources Board

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Excepted Service Appointments

- Fellowships, Scholarships, and Similar Programs (5 CFR 213.3102(r))
 - Positions are filled from a limited applicant pool and operate under requirements established by a Federal agency and/or a non-Federal entity
 - Appointments may not exceed 4 years

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Direct Hire Authority

- Allows agencies to hire individuals without regard to sections 3309 – 3318 of title 5 to positions for which:
 - Public notice has been given, and
 - OPM has determined either a:
 - Severe shortage of candidates (i.e., agencies expect to hire all available qualified candidates), or
 - Critical hiring need (e.g., agencies need to fill positions quickly due to an emergency, to meet legal requirements, carry out a Presidential mandate)

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Hiring Authorities

- **Experts and Consultants Appointments**
 - To perform temporary or intermittent expert or consultant work
 - Up to GS-15, Step 10
 - Cannot perform managerial or supervisory work

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Hiring Authorities

- **Intergovernmental Personnel Act (IPA) Details**
 - From state/local governments and educational institutions
 - 2-year assignments



U.S Office of Personnel Management Recruitment and Hiring

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT