

OPM Fact Sheet: College Graduate Hiring Authority

The College Graduate Hiring Authority will allow agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below. (The authority was established by Public Law 115-232 and is codified at 5 U.S.C. 3115.)

Eligibility

- Recent graduates who have completed, within the previous two years, a bachelor's or graduate degree
- Veterans who have completed a bachelor's or graduate degree and were unable to apply within two years of obtaining their degree due to a uniformed service obligation of at least 4 years, may apply within two years of their discharge from uniformed service.

Program Administration

- Agencies may use the authority to make permanent appointments to career or career-conditional positions.
- Appointments are limited to professional and administrative positions at GS-11 level and below. Appointments may have career ladders that exceed the GS-11, but the initial appointment may not exceed the GS-11
- An agency must publicly advertise positions in a manner that provides a pool of diverse and qualified applicant pool. This may include strategic recruitment and outreach activities and posting information about the positions on the agency's website, third party websites and/or [USAJOBS](#).
- An agency must meet the requirements of 5 USC 3327 which includes a requirement to notify OPM about opportunities being filled under this authority. If USAJOBS is not used to advertise the position, the agency must satisfy the requirements of 5 U.S.C. 3327(b) by providing OPM information about the position in the same format it usually would when posting a position on USAJOBS.
- The number of appointments made each fiscal year may not exceed 15% of the number of appointments made under competitive examining procedures in the previous fiscal year to professional or administrative positions at the GS-11 level (or equivalent) or below.
- Agencies must submit annual reports to Congress and OPM that assess the impact and effectiveness of their use of the authority.

Comparison of Hiring Authorities for Recent Graduates

| Am I interested in recruiting... | College Graduates | Pathways Recent Graduates | Presidential Management Fellows |
|---|--------------------------|----------------------------------|--|
| A graduate from a professional, technical, vocational, or trade school within the previous two years | X | ✓ | X |
| An applicant who completed an associate degree within the previous two years | X | ✓ | X |
| An applicant who completed a bachelor's degree within the previous two years | ✓ | ✓ | X |
| An applicant who completed a master's degree within the previous two years | ✓ | ✓ | ✓ |
| An applicant who completed a professional or doctoral degree within the previous two years | ✓ | ✓ | ✓ |
| An applicant for a supported, leadership development program | X | X | ✓ |
| Through an OPM administered process that provides an agency with a list of qualified applicants | X | X | ✓ |
| Using USAJobs.gov | ✓ | ✓ | ✓ |
| Using my agency's website | ✓ | X | X |
| Using a third-party website | ✓ | X | X |
| A cohort of applicants without a numerical limit | X | ✓ | ✓ |
| A graduate for an excepted service position that can be non-competitively converted to a permanent or term competitive service position | X | ✓ | ✓ |
| A graduate for a competitive service position | ✓ | X | X |