

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

How to use the College Graduate Hiring Authority!

How the College Graduate hiring authority works:

To hire college graduates in permanent competitive service jobs in professional and administrative positions at GS-11 level or below (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 194 total appointments. Max number you can hire by VA Administration: **VBA-90, NCA-2, VHA-102**

Exciting Advantages!

- Flexibility to replenish government workforce & hire college graduates!
- 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:

College graduates who completed a bachelor's or graduate degree within last two years. *(Veterans who completed a degree and were unable to apply within two years of obtaining due to service obligation may apply within two years of discharge.)*

Appointment to a permanent position:

Individuals appointed under this authority will be appointed to a permanent career or career conditional appointment within the competitive service.

How to advertise your job opportunity announcement (JOA):

- Promotes a diverse applicant pool;
- Post on USAJOBS & meet requirements of 5 U.S.C 3327(b);
- 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!

