Hiring Authorities and Flexibilities
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)
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
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
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
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
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.
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
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
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
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
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
 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
Excepted Service Appointments - Individuals with Disabilities

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