

a New Day for Federal Service

# Hiring Authorities and Flexibilities

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



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



- 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 timelimited appointment lasting at least 60 days

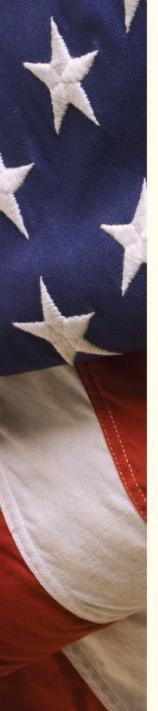
 Hiring manager may convert the veteran to a permanent competitive service position at any time during the temporary appointment



- 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



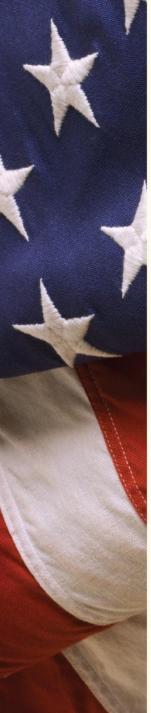
- VRA basics
  - 2-year excepted appointment
  - Initial appointment up to GS-11
  - Eligible veterans who successfully complete the 2-year program must be converted to a permanent position in the competitive service



- 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

 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



#### **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

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT