

Federal Hiring Flexibilities Resource Center

INTRODUCTION

Accomplishing America's business, and effectively serving its public, depends on attracting skilled people to serve in government. The Congress enacted a number of important new hiring flexibilities as part of the Chief Human Capital Officers Act of 2002.

WHAT IT IS

To facilitate agencies' use of these new flexibilities, along with others, OPM has developed an innovative tool for the use of agency HR professionals and managers alike. Select this link (http://www.opm.gov/Strategic_Management_of_Human_Capital/fhfrc/default.asp) to go directly into OPM's new Federal Hiring Flexibilities Resource Center.

HOW TO USE IT

The "Using Flexibilities" portion of this site contains a first-rate assessment tool to help agencies determine which hiring flexibilities are right for them. It only takes about 5 minutes to answer the questions in the assessment tool; then agencies can look at the array of hiring flexibilities available. These flexibilities, and reasons to use them, include:

- Appointing Veterans
 - Transitioning veterans are ready to supply the very skills the Federal Government needs.
 - Transitioning veterans are eager to serve and possess a good work ethic.
- Direct Hire Authority
 - Direct hire provides a quick, efficient method to hire individuals into the Competitive Civil Service (GS-15 and below or equivalent) in permanent or nonpermanent positions.
 - In order to address emergency or unanticipated situations, direct hire allows agencies to mobilize immediately and attract a larger pool of candidates.

Federal Hiring Flexibilities Resource Center (continued)

HOW TO USE IT (CONTINUED)

- Student Employment
 - Student employment programs can help agencies recruit and develop talented employees to support changing agency missions; ensure they can meet their professional, technical, and administrative needs; and achieve a diverse, quality workforce.
 - Student programs provide managers the opportunity to evaluate the students' performance in real work situations before placing them in their permanent workforce.
 - Student employment can provide an opportunity for an invaluable exchange of information/ideas between agencies, colleges/ universities, and the private sector to foster mutual understanding or to bring experienced practitioners to agencies.
- Excepted Service Employment
 - Excepted service hiring authorities provide alternatives when traditional competitive hiring procedures are impractical.
 - Excepted service hiring authorities address special needs of agencies, groups of prospective employees, and individuals.
- Category Rating
 - Category rating is an alternative to the traditional numerical rating, ranking, and selection procedure.
 - Category rating allows agencies to draw from a wide pool of candidates.

Just point and click on any one of these authorities, and then explore topics such as:

- Reasons to use the flexibility
 - What it provides
 - When to use it
 - Who is eligible
 - Benefits to the hiring manager

Federal Hiring Flexibilities Resource Center (continued)

HOW TO USE IT (CONTINUED)

- Understanding the flexibility
- Related regulations
- Implementation guidelines – step-by-step procedures for using the flexibility
- Agency practices – examples from agencies that have used the flexibility
- Additional resources, such as:
 - Manuals
 - Web tools
 - Programs.



Federal hiring flexibilities resource center website:

[http://www.opm.gov/Strategic Management of Human Capital/fhfrc/default.asp](http://www.opm.gov/Strategic_Management_of_Human_Capital/fhfrc/default.asp)