



## Federal Acquisition Institute

Avenue	Description	Target Audience	Comments	How to Access
<b>College placement offices</b>	Employment assistance, career development assistance to graduating students or those seeking internships. Available at most universities, colleges, and community colleges	Entry Level	FAI will be working with acquisition career managers to coordinate outreach to educational institutions in areas with high concentrations of contracting positions.	currently, individual contact with each university
<b>Equal Employment Opportunity Special Emphasis Programs</b>	special non-competitive hiring authority for qualified individuals, must meet all minimum qualification standards. The selective placement coordinators have access to nationwide list serves to outreach to potential sources for applicants.	all levels	Work with selective placement coordinator as soon as you can, ideally when you identify positions for recruitment.	Contact selective placement coordinator in your agency's Civil Rights Civil Liberties office.
<b>Outreach to historical minority education institutions</b>	additional outreach efforts or applicant lists available for HBCUs (historically black colleges & universities) HACU (Hispanic association of colleges & universities), tribal colleges and universities.	entry level	Have central organizations that can outreach to member colleges and universities throughout the country.	Agency's Civil Rights and Civil Liberties office will have information.
<b>Intergovernmental Personnel Act (IPA)</b>	Temporary (2 years with an option to extend another 2) assignees from state and local governments, colleges and universities, Indian tribal governments, and other not-for-profit organizations.	any level	authorized as part of 5 USC 3371-3375; 5 CFR 334.	Consult with your Chief Human Capital Office if you are considering using or if you prefer.

<b>Veteran's flexibilities</b>	<u>Veteran's Readjustment Appointment</u> - Excepted appointments up to GS-11 or equivalent <u>30% or more Disabled</u> – non-competitive appointments of more than 60 days if retired from active duty with 30% or more disability	any level	30% or more non-competitive appointments have no grade level limitation and the agency may convert to a career appointment at any time during the temp appointment	Consult with your Chief Human Capital Office.
<b>Student Employment Program</b>	<u>Student Career Experience Program</u> – term appointment provided to a student working part-time for the duration of the time it takes to complete a degree. Can be undergrad or grad degree and part-time can be weekly, quarterly, there are flexibilities. <u>Student Temporary Employment Program</u> – temporary appointments for college students working part time.	entry level	SCEP students can be non-competitively converted to permanent positions once 640 hours of experience gained. Use of these programs/appointments should be in conjunction with a career development program that will take students and move them into developmental journey level targeted positions.	Consult with your Chief Human Capital Office.
<b>Federal Career Intern Program</b>	Executive order 13162,	GS 5, 7, 9 positions	Incumbents are on excepted appointments and can be non-competitively converted to career appointments. Additionally, if incumbents meet all performance objectives for promotion, the first promotion can occur at the six month mark.	Consult with your Chief Human Capital Officer.