

**DEPARTMENT OF COMMERCE
TOOLS AND TECHNIQUES FOR FINDING THE BEST TALENT**

Hiring Flexibilities	Program Description	Potential Applicant Pool with Additional Internet and/or Point of Contact Information
<p>Veterans Appointing Authorities - Veterans Recruitment Appointment (VRA)</p> <p>- 30 Percent or More Disabled Veterans</p> <p>-Veterans Employment Opportunities Act of 1998 (VEOA)</p> <p>- Operation Warfighter Program</p>	<p>Allows agencies to appoint eligible veterans, without competition, to excepted positions at any grade level through GS 11 or equivalent. After 2 years of satisfactory service, veterans are converted to a career-conditional appointment in the competitive service. FTE required.</p> <p>Allows agencies to give noncompetitive term or temporary appointments of more than 60 days to eligible veterans with a 30% or more compensable service-connected disability. After demonstrating satisfactory performance veterans may be converted at any time to career-conditional appointments. Unlike the VRA, there's no grade-level limitation. FTE required.</p> <p>Allows eligible veterans to apply for positions announced under merit promotion procedures when the agency is recruiting from outside its own workforce. Veterans' preference is not a factor in these appointments. A VEOA eligible who is selected will be given a career or career-conditional appointment. FTE required.</p> <p>Allows wounded military personnel undergoing medical treatment at Walter Reed Army Medical Center to be matched to opportunities that utilize both their military and non-military skills, thereby creating productive assignments that are beneficial to both the service member and the employer. Assignments are up to 90 days. No FTE required. Salaries are paid by Department of Defense (DoD).</p>	<p>https://publish.doc.gov/ohrm/Careers/Veterans/index.htm</p> <p>Program is administered by Edner Escarne (OCHCS&A) 202-482-8241 EEscarne@doc.gov</p>
<p>USAJOBS - General Vacancy Announcement</p>	<p>Excellent tool for filling numerous vacancies in the same series/grade. This generates the maximum number of applicants. FTE required.</p>	<p>All sources http://usajobs.opm.gov Contact your servicing HR office</p>

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<p>Presidential Management Fellows Program</p> <ol style="list-style-type: none"> 1. Fellows 2. Senior Fellows 	<p>Initial appointments are for a 2-year fellowship period. At the end of 2 years, successful applicant must be non-competitively converted to permanent status. All applicants have an advanced degree and a high GPA.</p> <ul style="list-style-type: none"> • Appointments at the GS-09, 11 or 12 grade levels • Appointments at the GS-13, 14 or 15 grade levels 	<p>Selection made from a pre-screened pool of high potential applicants provided by OPM.</p> <p>https://www.pmf.opm.gov/</p> <p>Program is administered by Retha Maddox (OCHCS&A) 202-482-6416 RMaddox@doc.gov</p>
<p>Commerce Postsecondary Grants Internship Program</p> <p>Program Partners:</p> <ul style="list-style-type: none"> • Hispanic Association of Colleges and Universities (HACU) • Minority Access, Inc. (MAI) • The Washington Center (TWC) • Oak Ridge Associated Universities (ORAU) 	<p>Appointments are for 10 weeks during the summer term and 15 weeks during the fall and spring terms. Internships provide the opportunity to assess skills prior to job offer. No FTE required.</p>	<p>Selection made from a pre-screened pool of high potential college undergraduate and graduate students.</p> <p>https://publish.doc.gov/ohrm/Careers/StudentCareerOpportunities/DEV01_005843</p> <p>Program is administered by Valerie Revelez (OCHCS&A) 202-482-4425 VRevelez@doc.gov</p>
<p>Federal Career Intern Program (FCIP)</p>	<p>Program is currently used to select applicants into a variety of occupations. Individuals are appointed into a 2-year internship period and may be converted to a permanent position. FTE required. Selection made at the GS-5, 7, or 9 grade levels.</p>	<p>All sources</p> <p>http://www.opm.gov/careerintern/</p>
<p>Student Education Employment Program:</p> <ol style="list-style-type: none"> 1. Student Career Experience Program (SCEP) (Formerly Co-op) 2. Student Temporary Employment Program (STEP) 	<ul style="list-style-type: none"> • A work study program where students are hired to work in their academic field of study. Students may be non-competitively converted to a permanent position. • A work-study program where students are hired on a temporary basis during the school year and/or summer to jobs that may or may not be related to the student's academic field. In both programs FTE required. 	<p>Students in good academic standing. This program is available <u>only while</u> the employee is a student.</p> <p>http://www.opm.gov/employ/students/index.asp</p> <p>http://hr.commerce.gov/Careers/StudentCareerOpportunities/DEV01_005844</p> <p>Contact your servicing HR office</p>
<p>Workforce Recruitment Program for Persons with Disabilities</p>	<p>Successful individuals may be non-competitively appointed to career positions. Provides work experience for college students with disabilities. Pool of pre-screened applicants provided by the Dept. of Labor. FTE required.</p>	<p>www.dol.gov/odep/programs/workforc.htm</p> <p>Program is administered by Laura Tronge (OCR) 202-482-8187 LTronge@doc.gov</p>
<p>Microsoft – American Association of People with Disabilities Federal IT Internship Program</p>	<p>College students under this program participate in a 10-week summer internship. All costs are paid by Microsoft. No FTE required.</p>	<p>Program is administered by Edner Escarne (OCHCS&A) 202-482-8241 EEscarne@doc.gov and Jerry Harper (OCIO) 202-482-0222 JHarper@doc.gov</p>