

Special Hiring Authorities

The Federal Government offers unique hiring paths to help hire individuals that represent our diversity society. Learn more about some of these hiring paths and your eligibility.

INDIVIDUALS WITH DISABILITIES (SCHEDULE A)

“Schedule A” is a special hiring authority that gives federal agencies an optional, and potentially quicker way to hire individuals with disabilities. Applying under Schedule A is an exception to the traditional competitive hiring process.

ELIGIBILITY

You can apply for jobs under Schedule A if you are a person with an intellectual disability, a several physical disability or a psychiatric disability.

SUPPORTING DOCUMENTATION

To be eligible, you must provide a “proof of disability” letter stating that you have an intellectual disability, severe physical disability or psychiatric disability. The letter must be from a licensed medical professional, a licensed vocational rehabilitation specialist, or any federal, state, or local agency that issues or provides disability benefits.

OTHER RESOURCES

Selective Placement Program Coordinators help agencies recruit, hire and accommodate people with disabilities. They can guide you through the application process and answer questions. Learn more here: <https://www.opm.gov/policy-data-oversight/disability-employment/>

PEACE CORPS/AMERICORPS VISTA ALUMNI

If you have volunteered with the Peace Corps or AmeriCorps VISTA, you may have non-competitive eligibility or federal employment.

ELIGIBILITY

You’re eligible if you have at least two years of service with the Peace Corps or one year of service with AmeriCorps VISTA. Your non-competitive eligibility lasts for one year after your complete your Peace Corps or AmeriCorps service, but federal agencies may extend the period for up to three years if you meet certain criteria.

SUPPORTING DOCUMENTATION

Description of service from Peace Corps or AmeriCorps VISTA. It must state the end date of service and that you have non-competitive eligibility to be appointed into the federal government.

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PEACE CORPS EMPLOYEES

A non-competitive appointment of a Peace Corps employee who has completed the required length of service to a competitive service position.

ELIGIBILITY

You must be a current or former Peace Corps employee who has at least 36 months of continuous service, without a break in service of three or more days. You must be appointed to government service within three years after separating from Peace Corps employment.

SUPPORTING DOCUMENTATION

You must provide an official letter from Peace Corps stating that you have completed 36 months of continuous service without a break in service of three or more days; and an SF-50 (Notice of Personnel Action), or equivalent, that documents employment with Peace Corps.

CERTAIN MILITARY SPOUSES

A non-competitive appointment of certain military spouses to a competitive service position.

ELIGIBILITY

- Active Duty Spouse: Spouse of a member of the armed forces on active duty.
- Spouse of a 100% Disabled Veteran: Spouse of a military member who was retired under Chapter 61 of title 10 U.S.C. with a 100% disability rating from the military; or was released from active duty with a disability rating of 100% from the Department of Veterans Affairs or a military branch.
- Widow/Widower: Un-remarried widow/widower of a service member deceased while on active duty (does not have to combat-related).

SUPPORTING DOCUMENTATION

Marriage certificate and your spouse’s military documentation that shows you meet one of the above criteria.

OTHER HIRING AUTHORITIES

For information about other hiring authorities, visit: <https://www.usajobs.gov/Help/working-in-government/unique-hiring-paths/>

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