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MRP Supervisory Town Hall

Wednesday, December 14, 2016

Presented by Marketing and Regulatory Programs Business Services

Human Resources Division



HR Activities in Anticipation of Hiring Freeze

Pre-Freeze

- ▶ Early December: Program Priority Lists Developed
- ▶ December 15: Deadline for posting vacancies
- ▶ January 12: Deadline for notifying HR of vacancy selection(s)

During Freeze

- ▶ Strategic Workforce Planning

Post-Freeze

- ▶ Implementing a more strategic approach to recruitment and hiring



Expedited LincPass Update

- ▶ New Hires can have:
 - ▶ eAuthentication access by Day 3 of employment
 - ▶ LincPass within 7 days of their Enrollment Appointment
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- ▶ New Hire paperwork must be submitted one full Pay Period **prior to the Entrance on Duty (EOD) date or it may be delayed**
 - ▶ OF-306, Resume, Transcripts, Fingerprints (LiveScan or Hard Copy), HRO-1197
- ▶ Special Agreement Check (SAC) is completed prior to EOD
- ▶ Automated Onboarding system will help facilitate data gathering/document creation. Hiring Manager is still responsible for ensuring the New Hire is fingerprinted and forwarding those & the HRO-1197 to Personnel Security.

Refresher Hiring Flexibilities

Disability Hiring (Schedule A)

An excepted authority used to appoint people with physical, psychiatric and intellectual disabilities. Individuals appointed may be eligible for conversion to a permanent position after two years of satisfactory service. Sources of candidates include the:

- OPM Shared List of People with Disabilities, aka Bender List

<https://www.opm.gov/policy-data-oversight/disability-employment/recruiting/>

- Workforce Recruitment Program

<https://wrp.gov/AboutPre.do#Employers>

- the Talent Acquisition Portal (TAP) – an online system that includes both a national talent pool of Vocational Rehabilitation candidates looking for employment and a job posting system for organizations seeking to hire individuals with disabilities.

Refresher Hiring Flexibilities

USDA Pathways Programs

Three components to the program:

Internship Program - Provides students with opportunities to work and explore careers while still in school. Students who successfully complete the program may be eligible for conversion to a permanent or term position.

Recent Graduates Program - Provides individuals who recently graduated from qualifying educational institutions with developmental experiences intended to promote possible careers in the civil service. Graduates who successfully complete the 1-year program may be eligible for conversion to a permanent or term position.

Presidential Management Fellows (PMF) Program - A leadership development program for individuals who have completed a qualifying advanced degree within the past 2 years. The PMF Program is administered by OPM. Individuals who successfully complete the PMF Program may be eligible for conversion to a permanent or term position.



Refresher Hiring Flexibilities

Returned Peace Corps Volunteers

Agencies can appoint applicants who have successfully completed qualifying service in the Peace Corps for up to 1 year following completion of the service.

Global Announcements

- Vacancy announcements that allow hiring officials to make multiple selections from a single announcement;
- Recommended by the Government Accountability Office (GAO) in its recent report to the Office of Personnel Management on Improving Management and Oversight of Hiring Authorities.
- Used in the MRP Mission Area to:
 - Announce multiple vacancies within a single position, i.e., Agricultural Commodity Grader (Poultry);
 - Announce multiple vacancies and potential vacancies in a single occupation across multiple programs, e.g., in APHIS for entry level VMO positions in different programs
 - Pilot an APHIS Student Intern recruitment project for positions in the Biological Science (GS-0499) occupation.