

Regulations, Policies, and Guidance

The Office of Personnel Management (OPM) supports agencies in improving the federal hiring experience by offering a full range of resources to support agency hiring activities and improve the applicant, hiring manager, and HR community experience.



Regulations & Policies

Hiring Stage Activities

OPM ACTIVITY:

10-Year Term Appointment for Certain STEM Positions

BENEFIT FOR AGENCIES:

Allows agencies to make a 10-year term appointment for certain STEM employees for specific roles. [Complete details here](#)

OPM ACTIVITY:

College Graduates Hiring Authority

BENEFIT FOR AGENCIES:

Allows agencies to use strategic recruiting to hire recent college graduates to fill professional and administrative positions at GS-11 level and below in the competitive service. Rating and ranking and veterans preference are not required.

The number of appointments that can be made is limited to 15 percent of appointments made to professional or administrative positions at the GS-11 level (or equivalent) or below under competitive procedures in the previous fiscal year.

[Complete details here](#)

OPM ACTIVITY:

(Targeted) Direct Hire Authorities

BENEFIT FOR AGENCIES:

Allows agencies to use direct hire for certain positions, such as AI, IT, cyber, data science, and other critical hiring needs. [Complete details here](#)

OPM ACTIVITY:

Pathways Programs Regulations

BENEFIT FOR AGENCIES:

Updates the regulations for the Pathways Programs to facilitate a better applicant experience, to improve developmental opportunities for Pathways Programs participants, and to streamline agencies' ability to hire participants in the Pathways Programs, especially those who have successfully completed their Pathways Programs requirements and are eligible for conversion to a term or permanent position in the competitive service.

[Complete details here](#)

OPM ACTIVITY:

Postsecondary Students Hiring Authority

BENEFIT FOR AGENCIES:

Allows agencies to use strategic recruiting to hire bachelors and graduate degree students to positions in the competitive service using temporary or term appointments to positions at the GS-11 level or below (or equivalent). Rating and ranking and veterans preference are not required. Students may be converted to permanent positions upon completion of degree.

The number of appointments that can be made is limited to 15 percent of the students hired the prior fiscal year. [Complete details here](#)

Regulations & Policies

Hiring Stage Activities (continued)

OPM ACTIVITY:

Reinstatement

BENEFIT FOR AGENCIES:

Gives agencies the discretion to select and reinstate certain former federal employees noncompetitively, to fill vacancies at any grade level or with promotion potential for which the individual is qualified, notwithstanding the grade of the position the individual had previously held on a permanent basis in the competitive service.

[Complete details here](#)

Guidance

Planning Stage Activities

OPM ACTIVITY:

(Updated) General Schedule Qualifications Operating Manual

BENEFIT FOR AGENCIES:

Includes guidance for agency HR professionals and hiring managers on implementing skills-based hiring practices (rather than educational attainment) in alignment with EO 13932.

[Complete details here](#)

OPM ACTIVITY:

Cybersecurity Workforce Management Resources

BENEFIT FOR AGENCIES:

Provides guidance on cybersecurity position-coding and job announcement tagging and links to the Cybersecurity Hiring Resource Hub.

[Complete details here](#)

OPM ACTIVITY:

Internship Guidance

BENEFIT FOR AGENCIES:

Provides guidance to agencies on increasing opportunities for internships, fellowships, apprenticeships, and other student and early career programs. [Complete details here](#)



OPM ACTIVITY:

Talent Surge Playbook and Hiring Authorities Factsheet

BENEFIT FOR AGENCIES:

Assists agencies to strategically plan, recruit, assess, and hire staff in a user-friendly compilation of information on HR flexibilities, authorities, actions, and other resources. [Complete details here](#)

OPM ACTIVITY:

Workforce Planning Guide

BENEFIT FOR AGENCIES:

Presents a high-level view of workforce planning and is a resource for agency leaders, managers, supervisors, HR specialists, and employees who are involved in analyzing the workforce and identifying gaps, as well as planning and implementing workforce action planning efforts.

[Complete details here](#)

Guidance

Planning Stage Activities (continued)

OPM ACTIVITY:

Workforce of the Future Playbook

BENEFIT FOR AGENCIES:

Provides innovative and promising practices agencies can take that will serve as the building blocks for a future that promotes improved effectiveness and efficiency in the federal government aligned with OPM's vision of a workforce of the future that is inclusive, agile, and engaged, with the right skills to enable mission delivery. [Complete details here](#)

Guidance

Assessment Stage Activities

OPM ACTIVITY:

Guide to Better Occupational Questionnaires

BENEFIT FOR AGENCIES:

Shares best practices for improving the rigor of occupational questionnaires.

[Complete details here](#)

OPM ACTIVITY:

Skills-Based Hiring Guidance and Competency Model for AI Positions

BENEFIT FOR AGENCIES:

Assists agencies with identifying key skills and competencies needed for AI professional and increasing access to these technical roles for individuals with nontraditional academic backgrounds. [Complete details here](#)



OPM ACTIVITY:

Skills-Based Hiring Guidance, Implementing EO 13932

BENEFIT FOR AGENCIES:

Allows for skills- and competency-based hiring across the federal government via assessments that carefully measure candidates' ability to perform the job. [Complete details here](#)

Guidance

Hiring Stage Activities



OPM ACTIVITY:

Hiring Authorities Factsheet

BENEFIT FOR AGENCIES:

Provides an outline of all the current hiring authorities and flexibilities that are available to Title 5 agencies. [Complete details here](#)

OPM ACTIVITY:

Competitive Service Act (Shared Certificates) Implementing FAQs

BENEFIT FOR AGENCIES:

Provides implementing guidance in the form of frequently asked questions (FAQs) to help agencies determine how to share certificates with other agencies and how to use certificates issued by other agencies. [Complete details here](#)

OPM ACTIVITY:

Pay Flexibility, Incentive Pay, and Leave and Workforce Flexibility Programs for Artificial Intelligence (AI), AI-Enabling, and Other Key Technical Employees

BENEFIT FOR AGENCIES:

Summarizes the flexibilities and programs available to agencies to recruit and retain AI and related talent, including information on where to find additional resources. These flexibilities may also be used by agencies to recruit and retain talent more broadly and may therefore be used for other positions of need within agencies. [Complete details here](#)

OPM ACTIVITY:

Talent Pools (Government-wide Shared Certificate Platform) Implementation Guidelines

BENEFIT FOR AGENCIES:

Provides implementation guidelines for creating and using Talent Pools, available shared certificates of candidates across government. These Talent Pools are certificates, issued under delegated examining procedures through the Competitive Service Act (CSA) or an OPM-run cross-government hiring action, and contain candidates who have applied to an open announcement, have been assessed, and are available for agencies' consideration. [Complete details here](#)