

Bringing Hard-to-Acquire Talent to the Census Bureau: Direct Hiring Authorities

- ❑ **IT Security Direct Hire**: May hire candidates directly to Information Technology positions with significant Information Security responsibilities. Direct Hire authority expedites hiring by eliminating competitive rating and ranking and veterans' preference.
- ❑ **President's Management Agenda (PMA) Smarter IT Delivery Initiative (2020 Census)**: In FY 2016 and FY 2017, may hire digital services staff directly to support the 2020 Census. The positions are not subject to the competitive hiring process requirements and may be extended in increments of up to one year. No appointments made under this authority may extend beyond September 30, 2017.
- ❑ **Innovation Fellows**: Allows agencies to attract top innovators into government, capable of tackling issues at the convergence of technology, policy, and process.
- ❑ **Veterans' Recruitment Appointment (VRA)**: Direct hire authority that allows agencies, to appoint eligible veterans without competition.
- ❑ **30% or More Disabled Veteran**: Allows any veteran with a 30% or more service-connected disability to be hired directly.
- ❑ **Pathways**: Allows Interns, President Management Fellows and Recent Graduates to convert to a permanent position upon successful completion of their Pathway's program.
- ❑ **Persons with Disabilities**: Direct hire authority for persons with disabilities or those who may assist persons with disabilities (e.g. interpreters)
- ❑ **Former Peace Corp staff/volunteers**: Direct hiring authority to those former Peace Corp staff and volunteers.

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- ❑ **Cooperative Agreements Authority (requested in FY 2016 budget)**: Provides flexibility that traditional contracts and interagency agreements are unable to provide, by promoting collaboration and partnerships across governmental and non-governmental organizations. Cooperative agreement authority improves the ability of the Census Bureau to engage with leading experts in technical areas (e.g., advanced computational programming, data analytics, satellite imagery) or social science or econometrics.
- ❑ **Intergovernmental Personnel Act Mobility Program (IPA)**: Temporary assignment of personnel between the Federal Government and state and local governments, colleges and universities, Indian tribal governments, federally funded research and development centers, and other eligible organizations.
- ❑ **Economy Act Model Agreement**: Permits the Department to purchase goods or services from *other Federal agencies* if the good or service is actually available, the purchase is in the best interest of the Government, the goods or services cannot be provided more cheaply or conveniently by the private sector, and the supplying agency is able to provide the good or service itself or by contract.
- ❑ **Joint Project Model Agreement**: Involve equitable sharing of costs with a *non-profit or public organization* on a matter of mutual interest. The project must be essential to the furtherance of the Department's programs and could not be accomplished more effectively without the other organization's collaboration.
- ❑ **Reimbursable Detail Model Agreement** : use when detailing employees to or from the Department.
- ❑ **Contracting**: ability to bring in a third party vendor on a contractual basis through the acquisitions process.