

Hiring AmeriCorps VISTA Alumni through Noncompetitive Eligibility

Why hire applicants who served in national service programs?

AmeriCorps VISTA (Volunteers in Service to America) alumni are resourceful, flexible, and committed, and have the potential to become high-performing employees across a wide range of agencies. VISTAs commit to a full-time year at a nonprofit or government agency and create or expand programs designed to bring individuals and communities out of poverty.

Areas of expertise include:

- Education
- Community development
- Environment and agriculture
- Health and HIV/AIDS
- Business and information technology
- Volunteer management
- Child and youth development



With wide ranging skills and experiences, applicants who completed these programs are seeking entry-, mid-, and senior-level positions.

How can we hire AmeriCorps VISTA Alumni through a fast-track process?

Through a quick and simple process called Noncompetitive Eligibility (NCE), you can hire applicants who have successfully completed the program within the last 12 months. NCE empowers a federal agency to hire a candidate without going through a formal review process. All that is required is that the agency has a classified position and an available opening. Agencies must clear federal placement assistance programs prior to non competitive hiring. The regulatory authority for NCE can be found under Title 5 of the Code of Federal Regulations (CFR) §315.605.

Where can I learn more? For more information, contact vistaoutreach@cns.gov.

Methods for recruiting applicants with NCE include:

- Creating a call for resumes directed at candidates with NCE status
- Attending career fairs with AmeriCorps VISTA participants
- Conducting employer information sessions targeted at this audience
- Posting job opportunities on USAJobs.gov and through online tools such as LinkedIn, Facebook, and Twitter

Does applying through NCE guarantee employment?

No, the decision whether to hire an AmeriCorps VISTA candidate with NCE status is at the discretion of the hiring agency.

How long do candidates retain their NCE status?

Upon successful completion of the AmeriCorps VISTA program, a candidate retains NCE status for 12 months. The hiring agency may extend a candidate's NCE status for up to three years after the close-of-service date. Reasons for extension can include military service, higher education, or other activities that, in the agency's view, warrant an extension.

How do you know if an applicant has NCE status?

AmeriCorps VISTA Alumni can present a Certification of Service letter following the completion of their 12-month assignments. All applicants should have copies of their official certification documents available for your review. Eligible applicants are instructed to upload their supporting documents to USAJobs.gov. They are also encouraged to highlight their NCE status at every stage of the hiring process.

What grade and series do VISTAs fall under?

Even though federal regulations require that grade and series be included when proving NCE status, applicants from these programs do not have a grade or series since they were volunteers and not federal employees. Applicants with NCE who do not have a grade or series are encouraged to contact the hiring agency to determine how they should fill out the application.

AmeriCorps VISTA Statistical Highlights*

- AmeriCorps VISTAs 5,958
- Hours served by VISTAs 12.6 million
- Value of cash and in-kind resources raised \$170.1 million
- Community Volunteers Recruited and Managed by VISTAs: 1.1 million
- Hours Served by Community Volunteers: 11.7 million

* Statistics are for fiscal year 2012



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