



USA Staffing Crosswalk for USAJOBS Unique Hiring Paths

Hiring Paths identify groups of job seekers who have had similar work or life experiences or were born in a specific race or with a disability. By attaching one or more Hiring Paths to a Job Opportunity Announcement (JOA), job seekers that have self-identified with those Hiring Paths will be able to find those announcements in their search for positions. Exceptions to this general definition include “The public,” which collects jobs for which there is no specific work or life experience requirement beyond being a U.S. citizen, and “Exclusive posting” which hides announcement postings from all search filters on USAJOBS.

The selection of at least one Hiring Path is mandatory to release to USAJOBS, but users should select all that apply. In addition, USAJOBS now collects a “Hiring Path Clarification Text” value that allows the user to clarify the selected Hiring Paths. For instance, if the “Internal – appears on USAJOBS” Hiring Path is added, you can use this field to specify which agency or part of that agency the Hiring Path refers to (e.g., “Only former employees of the Canal Zone Merit System may apply”).

The table below will help users determine which Hiring Paths should be considered for each announcement.

Please consider the recommendations in the “Hiring Path” crosswalk table to ensure that your announcement is properly mapped to the correct Hiring Path(s).



USA Staffing Hiring Path <i>(selected on the Announcement Information page in USA Staffing)</i>	USAJOBS Hiring Path <i>(displayed in USAJOBS)</i>	USAJOBS Hiring Path Definition	Consider Using When...
The public	The public	United States Citizens, nationals or those who owe allegiance to the U.S.	If Public is selected for the Announcement Type in USA Staffing.
Federal employees – Competitive service	Federal employees – Competitive service	Current or former Competitive Service federal employees.	If Status is selected for the Announcement Type in USA Staffing and the position is for employees currently or formerly in the Competitive Service.
Federal employees – Excepted service	Federal employees – Excepted service	Current Excepted Service federal employees.	If Status is selected for the Announcement Type in USA Staffing and the position is for employees currently in the Excepted Service.
Career transition (CTAP, ICTAP, RPL)	Career transition (CTAP, ICTAP, RPL)	Federal employees who meet the definition of a “surplus” or “displaced” employee.	If Career Transition Assistance Plan or Interagency Career Transition Assistance Plan are selected as an Eligibility in USA Staffing.
Internal – appears on USAJOBS	Internal to an agency	Current federal employees of this agency.	If Internal Merit Promotion is selected for the Announcement Type in USA Staffing and you would like it to appear normally on USAJOBS; OR If Current Agency Employee is selected as an Eligibility in USA Staffing.
Internal – does not appear on USAJOBS	Internal to an agency	Current federal employees of this agency.	If Internal Merit Promotion is selected for the Announcement Type in USA Staffing and you would like it to ONLY appear normally on an internal agency page (i.e. <a href="https://<agency>i@usajobs.gov">https://<agency>i@usajobs.gov); OR If Current Agency Employee is selected as an Eligibility in USA Staffing.

USA Staffing Hiring Path <i>(selected on the Announcement Information page in USA Staffing)</i>	USAJOBS Hiring Path <i>(displayed in USAJOBS)</i>	USAJOBS Hiring Path Definition	Consider Using When...
Land & base management	Land & base management	Certain current or former term or temporary federal employees of a land or base management agency.	If Land Management is selected as an Eligibility in USA Staffing.
Veterans	Veterans		If Announcement Type is Public ; OR if 30% Disabled Veteran, Veterans Recruitment Authority, or Veterans Employment Opportunity Act are selected as an Eligibility in USA Staffing.
Military spouses	Military Spouses		If Appointment of Certain Military Spouses is selected as an Eligibility in USA Staffing.
National Guard & reserves	National Guard & Reserves	Current members, those who want to join, or transitioning military members.	
Native Americans	Native Americans	Native Americans or Alaskan Natives with a tribal affiliation.	If Indian Preference is selected as an Eligibility in USA Staffing.
Students	Students	Current students enrolled in accredited educational institutions from high school to graduate level. Includes internships, pathways and other student programs.	If Pathways Internship is selected as an Eligibility in USA Staffing.

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Recent graduates	Recent graduates	Individuals who have graduated from an accredited educational institute or certificate program within the last 2 years or 6 years for Veterans.	If Pathways Recent Grads is assigned as an Eligibility in USA Staffing.
Individuals with disabilities	Individuals with a disability		If People with Disabilities, Schedule A is assigned as an Eligibility in USA Staffing.
Family of Overseas Employees	Family of Overseas Employees	Family members of a federal employee or uniformed service member who is, or was, working overseas.	
Peace Corps & AmeriCorps Vista	Peace Corps & AmeriCorps Vista		If National Service (Peace Corps and VISTA) is selected as an Eligibility in USA Staffing.
Special authorities	Special authorities	Individuals eligible under a special authority not listed above, but defined in the federal hiring regulations.	If a special hiring authority is being used that is not covered by the other Hiring Paths. Note: In this case, you are required to add text to the “Hiring Path Clarification Text” field to identify the appropriate authority.
Senior executives – SES Only	Senior Executives – SES Only	Those who meet the five Executive Core Qualifications (ECQs).	If the Pay Plan is ES and the minimum salary is greater than \$119,000.

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Senior executives – Other	Senior Executives – Other	Those looking for an executive job.	If a senior executive position does NOT use the ES Pay Plan.
Exclusive posting	Exclusive Posting		If you would like to post a position but would not like any Job Seekers to find it when searching USAJOBS.