

## **DeCA Recent Graduate Program**

The Program offers developmental experiences in the Federal Government intended to promote possible careers in the civil service to individuals who have recently graduated from qualifying educational institutions or programs. Successful applicants are placed in a dynamic, developmental program with the potential to noncompetitively convert to a term or permanent position. The Program lasts for 1 year.

### **General Eligibility Requirements**

- ✓ Must be 16 years or older.
- ✓ Obtained a qualifying associates, bachelor's, master's, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution, within the previous 2 years.
- ✓ Veterans who, due to military service obligation will have additional eligibility for 2 years upon his or her release or discharge from active duty. However, the eligibility period cannot extend beyond 6 years from the date on which the individual completed the requirements of the course of study.

### **Training and Development**

- Participant Agreement between DeCA Recent Graduate and Agency.
- Comprehensive Orientation Program.
- Individual Development Plan (IDP) within 45 days of appointment.
- Mentor assigned within 90 days of appointment.
- 40 hours of formal training annually.
- Position offers opportunity for career advancement.

### **Conversion Requirement**

DeCA Recent Graduates may be noncompetitively converted to a competitive service term or permanent position when the Recent Graduate has:

- ✓ Successfully completed at least 1 year of continuous service.
- ✓ Demonstrated successful job performance resulting in at least Fully Successful or equivalent and has a recommendation for conversion by the first-level supervisor.
- ✓ Met the OPM Qualification Standard for the competitive service position to which the DeCA Recent Graduate will be converted.