

FAQs

Hiring Returned Peace Corps Volunteers (RPCVs) with Noncompetitive Eligibility (NCE)

Information for Managers

WHY SHOULD I CONSIDER HIRING A RETURNED PEACE CORPS VOLUNTEER (RPCV)?

Serving as a Peace Corps Volunteer is prestigious, and the application process is very competitive. Over 4,500 Volunteers return to the U.S. each year with demonstrated technical, cross-cultural, and interpersonal skills. They learn to be extraordinarily flexible and hone exceptional leadership skills. Additionally, most RPCVs learn to speak the native language of their host country. EPA currently employs 350+ RPCVs nationwide.

I'VE HEARD THAT RPCVs HAVE NONCOMPETITIVE ELIGIBILITY (NCE) - WHAT DOES THAT REALLY MEAN?

RPCVs who have successfully completed their Peace Corps service receive one year of NCE, a special hiring status that allows them to be hired for certain federal positions without competing for the position, as long as they meet the minimum qualifications. NCE for competitive service positions is authorized by Title 5 of the Code of Federal Regulations, Part 315.605.

NCE allows RPCVs to be considered (1) for appointment by a federal agency into the federal competitive service and (2) to compete for certain federal employment jobs that only federal employees are also eligible to compete for. This one year NCE

status expires one year after completion of Peace Corps service, however NCE may be extended for up to three years from the RPCV's close of service date. (Reasons for extension include: service in the military; attendance as a full-time student at a recognized institution of higher learning; or engagement in an activity that makes the RPCV more qualified for the position.)

IF EPA ANNOUNCES A COMPETITIVE POSITION THROUGH USAJOBS.GOV, DOES THE RPCV HAVE TO GO THROUGH THE NORMAL CERT PROCESS IN ORDER TO BE ELIGIBLE FOR AN INTERVIEW?

No. An RPCV is not required to apply through the formal USAJobs.gov process to be considered for a position or have an interview. If an RPCV chooses to apply for a position through USAJobs.gov, then he or she may show up on more than one cert list, including the competitive list (if they are the most qualified and are either VEOA eligible or have prior status) and a NCE list (as long as they are minimally qualified).

IT SOUNDS LIKE RPCVs ARE PUT ON A SEPARATE CERT LIST. IS THERE AN ADVANTAGE TO BEING SEPARATELY IDENTIFIED LIKE THIS? WHAT IS THE RELATIONSHIP OF VETERANS' PREFERENCE?

NCE cert lists can exist for most positions, though hiring officials don't normally see one because 1) NCE candidates don't apply for a position through the formal process; 2) NCE candidates who apply are not minimally qualified for a position; or 3) NCE candidates fail to demonstrate that they have NCE (e.g., fail to provide the necessary paperwork).

Yes, there is an advantage to being on an NCE list because it is equivalent to the other lists, e.g., Delegated Examining (DE) or Merit Promotion (MP). A hiring official can select from the NCE list without considering the DE or MP lists.

Relationship to veterans' preference: Veterans' preference contributes to the ranking on the DE list, so veterans get a five or ten point increase beyond what they would otherwise have. There is no ranking on the NCE list (or the MP list, for that matter).

DOES PEACE CORPS HAVE A WAY TO CONTACT CURRENT AND FORMER VOLUNTEERS ABOUT A POSITION?

Yes. There is a national RPCV Network listserv that is blasted daily, as well as a semi-monthly electronic newsletter called Hotline, for RPCVs who are looking for jobs. Please contact your local Human Resources Office or the Peace Corps Office of Third Goal and Returned Volunteer Services at 1.800.424.8580, extension 1430, or online at www.peacecorps.gov/hire for more information.



Leah Ettema, EPA Region 4, Peace Corps Philippines 2009-2011

www.peacecorps.gov/nce



**I AM INTERESTED IN HIRING AN RPCV WITH NCE.
WHAT DO I DO?**

1. Inform your HR representative.
2. Contact the Peace Corps Office of Returned Volunteer Services or Amber Davis (EPA Region 4) for assistance in advertising the position on Career Link, through a special 'Call for NCE resumes'.
3. Follow established protocols for general interviews and candidate selection. Work with the Shared Service Center to complete the hiring process.
4. Work with the Shared Service Center to post a Merit Promotion (MP) recruit for ICTAP-eligible employees. (You cannot hire an RPCV if there are qualified ICTAP-eligible candidates.)

Peace Corps Statistics

- Host countries: 77
- Volunteers and trainees: 8,655
- Gender: 60% female, 40% male
- Minorities: 19% of Volunteers
- Average age: 28
- Volunteers over 50: 7% of Volunteers
- Education: 90% have at least an undergraduate degree

RPCV NCE Champions by Location:

R1	Steve Rapp, RPCV Benin (617) 918-1551
R2	Melissa Dimas, RPCV El Salvador (212) 637-3677
R3	Kristeen Gaffney, RPCV Hungary (215) 814-2092
R4	Amber Davis RPCV Honduras (404) 562-9014
R5	Dale Meyer, RPCV Thailand (312) 886-7561
R6	William "Bill" Luthans, RPCV Fiji (214) 665-8154
R7	Kelley Catlin, RPCV Nepal (913) 551-7110
R8	Jody Ostendorf, RPCV Benin (303) 312-7814
R9	Tom Huetteman, RPCV Nepal (415) 972-3751
R10	Jeff Kenknight, RPCV Nepal (206) 553-6641
CI	Alan Linqvist, RPCV Thailand (513) 569-7192
HQ	Alan Youkeles, RPCV Niger (703) 603-8784
RTP	Laura McKelvey, RPCV Philippines (919) 541-5497