



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Fiscal Year 2022 Allocations for Post-Secondary Students and Recent
Graduates Direct-Hire Authority

AUDIENCE: Appropriated Fund

ACTION: Disseminate to all Department of Defense (DoD) Human Resources Practitioners &
Hiring Managers

REFERENCES:

- a. Office of the Under Secretary of Defense for Personnel and Readiness memorandum, "Modification of Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," January 15, 2019, https://www.dcpas.osd.mil/sites/default/files/2021-04/01152019_DHA_PostSecStudents_RGs.pdf
- b. Fiscal Year (FY) 2022 allocation distribution (attached)

BACKGROUND/INTENT: Reference (a) is the implementing procedures to recruit and appoint post-secondary students (PSS) and recent graduates (RG) directly into competitive service positions in GS-11 and below (or equivalent) professional and administrative occupations within the DoD. Appointments made under this direct-hire authority (DHA) are limited to 25 percent of the total number of hires made into professional and administrative occupations at GS-11 and below (or equivalent) under competitive examining procedures during the previous FY.

Reference (b) is the PSS & RG allocation distribution for FY22, as determined based on FY21 hires and past usage of the DHA. In March 2022, a mid-year review will be conducted to determine the number of allocations executed compared to allocations remaining in order to ensure maximized use of this authority. It is highly recommended Components strategically plan the use of allocations under this DHA in combination with other available hiring authorities.

POINT OF CONTACT: Employment and Compensation Policy Team: dodhra.mc-alex.dcpas.list.ec-policy@mail.mil.

Attachment:
As stated

FY 2022 ALLOCATIONS

Direct Hire Authority for Post-Secondary Students and Recent Graduates

DoD Components With Independent HR Authority ("Parent Components" (dark fill) shown with respective *dependent organizations shaded and listed below each)	FY22 Allocations
Department of Air Force	750
Department of Army	750
Department of Navy (includes USMC)	325
Defense Contract Management Agency	2
Defense Contracts Audit Agency	50
Defense Information System Agency	2
Inspector General of the Department of Defense	1
Department of Defense Education Activity	1
Defense Threat Reduction Agency	1
Defense Commissary Agency	8
Missile Defense Agency	4
Defense Media Activity	1
Defense Health Agency	2
Military Treatment Facility	4
Uniformed Services University of the Health Sciences (DHA)	4
Defense Logistics Agency	110
Defense Advanced Research Projects Agency (DLA)	1
Defense Microelectronics Activity (DLA)	6
Defense Security Cooperation Agency (DLA)	8
DoD Human Resources Activity (DLA)	14
Defense Civilian Personnel Advisory Service (DLA)	4
Joint Chiefs of Staff (DLA)	2
Washington Headquarters Services	30
Pentagon Force Protection Agency (WHS)**	0
Defense Technology Security Administration**	0
Defense POW/MIA Accounting Agency (WHS)**	0
Defense Legal Services Agency (WHS)**	0
Office of the Secretary of Defense	2
Defense Finance and Accounting Service	15
National Defense University (DFAS)	2
Defense Acquisition University (DFAS)	1
Defense Technical Information Center (DFAS)	1
TOTAL DISTRIBUTED:	2,101

Total FY21 DoD hires: 8,524 (per NDAA FY 2017 section 1106)

25% of total FY21 DoD hires: 2,131

*Dependent organizations not shown where their numbers were not a factor in the percentages.

**Component hires included in the overall DoD number; however, no Component allocation remained following computation of percentages.

Reserve Allocations: 30