

**Comparison of STEM and Cybersecurity OPM DHAs and DoD DHAs/EHAs**

This table compares the flexibilities of the various Direct Hiring Authorities (DHA) and Expedited Hiring Authorities (EHA) available to DoD.

| Direct Hire Authority                 | OPM STEM and Cyber DHAs   | DoD DHAs   | DoD EHAs  |
|---------------------------------------|---|--|---|
| Source                                | 5 CFR 337, Subpart B  | Legislative authorities obtained through various National Defense Authorization Act (NDAAs)  | Legislative authorities obtained through various NDAAs  |
| Purpose                               | Allows for recruitment and appointment to covered competitive service positions without traditional competitive examining procedures (i.e., competitive rating and ranking) | Allows for recruitment and appointment to covered competitive service positions without traditional competitive examining procedures (i.e., competitive rating and ranking ) | Allows for recruitment and appointment to covered competitive service positions without traditional competitive examining procedures (i.e., competitive rating and ranking) |
| Requirements                          | OPM has determined that a severe shortage of candidates and/or critical hiring need IAW 5 CFR 337.204 and 337.205 applies   | Reference respective DoD policy memorandum   | Reference respective DoD policy memorandum  |
| Public Notice Required                | Yes   | No*  | Yes   |
| Consideration of Veterans             | No  | No   | Yes**   |
| Placement Programs (CTAP, ICTAP, RPL) | Yes<br>5 CFR 330  | No***  | Yes   |

\*In general DoD legislative DHAs do not require public notice, however some require some form of advertisement (e.g., Post-Secondary Students & Recent Graduates)

\*\*For Acquisition EHA, available preference eligibles are considered if they are best qualified. For Health Care EHA, if veterans' preference eligibles and non-preference eligibles are being considered at the same time, the preference eligible must be selected if candidates are essentially equally qualified.

\*\*\*DoD legislative DHAs do not require clearance of displaced employee programs in accordance with 5 CFR 330 subparts B, F, and G. However, DoD modified PPP procedures apply unless a PPP exception exists.