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GILMAN NONCOMPETITIVE ELIGIBILITY FOR FEDERAL EMPLOYMENT

Under [Executive Order 13750](#), students who successfully completed the Benjamin A. Gilman International Scholarship Program (as well as the Critical Language Scholarship and Fulbright U.S. Student Program) are eligible for 12 months of noncompetitive eligibility (NCE) hiring status within the federal government, with the possibility of extensions if certain criteria are met.

What is Noncompetitive Eligibility (NCE)?

NCE allows U.S. federal government agencies to hire eligible exchange program alumni outside of the formal competitive job announcement process and to compete for certain federal employment jobs that are only open to federal employees. In other words, a Gilman alumna/us can receive a job offer with as little as an open position and a résumé that reflects the necessary experience and education for an agency. Broadly advertising the position, interviewing candidates, and other common hiring procedures are NOT required for an agency to hire an applicant with NCE status—though they are often still used. Whether you are fast tracked without the formal hiring process or just compete against a limited NCE applicant roster, being a Gilman alumni with NCE can help you make a quick transition from job seeker to federal employee when selected for a position.

Does applying through NCE guarantee federal employment?

No, noncompetitive eligibility does not entitle an applicant to a job with the federal government. The applicant must meet qualifications standards and additional requirements for the job, such as a background investigation. The decision to hire eligible candidates is at the discretion of the hiring agency.

How do I get my certification of completion of the Gilman Program?

You can request a Certificate of Achievement from the Gilman Scholarship Program by logging in to your Gilman online portal account at <https://gilmanapplication.ie.org/>. Click on the “Certificate Request” tab and select “Request Certificate of Achievement.” In order to receive this certification, your study abroad advisor must certify that you have completed your program abroad. If your advisor has not yet certified that you have completed your program, you will be prompted to select an advisor to send a reminder email to complete this step. You are also encouraged to follow up with your advisor directly. Once the certification is complete, you will be able to download this certificate directly from your online portal.

How can I extend my period of eligibility?

Federal agencies may extend the period of eligibility for up to two additional years, or a total duration of up to three years in all, if, after your completed program, you:

- Served in the military.
- Studied at a recognized institution of higher education.
- Were involved in another activity, which in the agency’s view, warrants an extension.

All extension decisions are at the discretion of the hiring official, so if you have or intend to apply for a U.S. Government position, the Human Resources representative at that agency would be the one making the determination on whether or not to extend your NCE beyond the 12-month limit stated in the Executive Order.

How do I inform a federal agency that I am eligible for NCE?

To establish your noncompetitive status when applying for a federal job, you should include the certificate of achievement as proof of eligibility for NCE when requested or in the “required documents” area of the application.



The Benjamin A. Gilman International Scholarship is a program of the U.S. Department of State, supported in its implementation by the Institute of International Education.