

The Public Land Corps Hiring Authority, UCC, and YOU

What is PLCHA?

If you serve your AmeriCorps service term with a federal land managing agency, you may be eligible for special hiring status for federal positions. Members that serve on projects funded by Public Land Corps funding and serve 640 hours should complete paperwork to determine eligibility for a certificate verifying Public Land Corps Hiring Authority Status. This is a 2 year non-competitive status to be used when applying for federal positions. The certificate can then be uploaded to your profile in USAjobs.gov and can be referenced in a cover letter and during any follow up phone calls or emails.

UCC cannot guarantee that all service projects will qualify for PLC. UCC does not determine PLC eligibility.

What do you need to do during your term?

Must be a conservation corps member between the ages of 16-30.

1. **Document your hours** on the appropriate “PLC Participant Work Hours Verification Form”. These forms are located on the UCC Resources Page here: <https://ucc.usu.edu/resources>. If you have questions about which form to use, check with your Regional Coordinator.
 - 640 total hours of satisfactory service must be completed on an appropriate conservation project(s).
 - 120 hours of this service must be PLC hours (project hours served on a certified project on federal land). These 120 hours must be worked with a SINGLE land agency. Ex. National Park Service (NPS), U.S. Forest Service (FS) or Bureau of Land Management (BLM).
 - Other 520 hours can be on any project deemed as an appropriate conservation project.
2. **Get signatures:** Present completed “PLC Participant Work Hours Verification Form” to project partner for signature at the end of every project.
Note: UCC Staff can help connect you with the project partner and can assist with verification of hours. Get the form signed by the partner in person or send the form to the partner via email. For assistance with getting the form signed, consult UCC Staff.
3. **Submit all completed Work Hours Verification forms** to appropriate agency personnel. The PLC Hiring Agency Personnel Contact Sheet can be found on the UCC Resources Page here: <https://ucc.usu.edu/resources>. *Note: UCC Staff can help connect you with the correct agency personnel. Personnel changes happen often, so connect with staff to ensure you’re sending forms to the correct person and agency.*

IMPORTANT NOTES:

- ***This IS NOT an easy process. You need to document hours and complete forms during your term.***
- ***You may or may not be eligible for PLC if you work with multiple agencies. Agencies have different PLCHA qualifications (subject to change):***
 - ***FS:*** To qualify for FS PLC, all hours must be served on FS land. This means that the FS will only accept PLC certificates that are awarded by the FS.

- BLM: To qualify for BLM PLC, hours may be served on any federal, public land. These hours may be a combination of projects with different agencies. BLM will accept PLC certificates from other agencies.
- NPS & FWS: To qualify for NPS or FWS PLC, it is likely that hours may be served on any federal, public land. These hours may be a combination of projects with different agencies. NPS and FWS may accept PLC certificates from other agencies.
- You must be hired into a position within 2 years of earning the PLCHA.
- NPS: the cut-off date for using the authority is either your 31st birthday or the 2 year mark; USFS is only the 2 year mark.
- If the time period for the 2 year noncompetitive eligibility has ended, the individual will have to complete another appropriate conservation project, which includes 120 hours on a PLC project to re-establish eligibility for the 2 year noncompetitive hiring status.

EXAMPLE Work Hours Verification Form

The image below is from a project with the USFS. This covers the 120 hours served with a SINGLE agency.

Agency	Employment Dates	Project Name	Hours Served
USFS	10/05/2018	Mt. Naomi Wilderness; Weildville Mt Wilderness	187.0
			39.0

The image below is from a project with Grand Staircase Escalante Partners. This counts toward the remaining 540 hours.

Optional Page: If you worked on more than one site, print off this page as many times as you need to accurately represent your PLC eligible work. Otherwise, you only need to fill out page 1.

Start Date of Project	End Date of Project	Land Management Agency (eg. NPS)	Position Title	Site Name (eg. Zion NP)	Duties	PLC Hours	Total Hours
11/05/2018	11/09/2018	Grand Staircase-Escalante Partners	Utah CCC Crew Leader	BLM lands and private lands in Escalante	woody invasives removal and habitat restoration	0	60.25

This portion to be filled out by the site supervisor of the above site, as a certification of the above hours.

Supervisor's Name: Sue Fearon
 Supervisor's Signature: Susan Fearon
Digitally signed by Susan Fearon
 DN: cn=Susan Fearon, o=US, email=sfearon@icloud.com, c=US, 1.2.840.11353.2.1.2401.2.1.1

Supervisor's Contact Info: (435) 691 3037
Scfearon@icloud.com

Using the PLCHA on USAJOBS

1. Upload your completed certificate onto usajobs.gov
2. Keyword search for "PLC" to find vacancy announcements that accept the PLCHA
3. Apply and include your PLC Certificate of Eligibility in the supporting documents

What to Look for on USAjobs

PLC falls under "Special authorities"

The screenshot shows the USAJOBS search results for the keyword "plc". The search bar at the top contains "plc" and "City, state, zip, or country". The results are sorted by "Relevance". The first three job listings are:

- Supervisory Human Resources Specialist (Class/Recruit & Plcmt)**
Indian Health Service
Department of Health And Human Services
Oklahoma City, Oklahoma
Starting at \$107,807 (GS 14)
Permanent • Full-Time
- Nurse Practitioner**
Veterans Affairs, Veterans Health Administration
Department of Veterans Affairs
Pickens County, Georgia
Starting at \$80,346 (VN 00)
Permanent • Full-Time
- Electrician**
Veterans Affairs, Veterans Health Administration
Department of Veterans Affairs
San Francisco, California
Starting at \$33.02 (WG 10)
Permanent • Full-Time

The sidebar on the right contains filters. The "Special authorities" filter is highlighted with a red circle. The filters listed are:

- Hiring path**
 - Open to the public (3)
- Federal employees** (156)
 - Competitive service (51)
 - Excepted service (1)
 - Internal to an agency (4)
 - Career transition (CTAP, ICTAP, RPL) (51)
 - Land & base management (49)
- Armed forces** (64)
 - Veterans (49)
 - Military spouses (15)
- Additional paths** (125)
 - Individuals with disabilities (39)
 - Family or overseas employees (6)
 - Native Americans (1)**
 - Special authorities (42)

The Land Management Workforce Flexibility Act (LMWFA), P.L. 114-47, allows certain individuals who currently or formerly were under time-limited competitive appointments at certain land management agencies to compete under merit promotion procedures:

Current appointees:

Note: You must submit ALL SF-50s and performance information for each period of temporary/temp employment that qualifies for LMWFA.

- Must have been hired under competitive examining procedures to a time limited appointment with a land management agency.
- Must have served under 1 or more time limited appointments by a land management agency for a period totaling more than 24 months without a break in service of 2 or more years; AND
- Must have performed at an acceptable level.

Former appointees:

- Must have been hired under competitive examining procedures to a time limited appointment with a land management agency,
- Must have served under 1 or more time limited appointments by a land management agency for a period totaling more than 24 months without a break in service of 2 or more years;
- Must apply for position within 2 years after separation,
- Must have been separated for reasons other than misconduct or performance; AND
- Must have performed at an acceptable level

Public Land Corps (PLC) Hiring Authority:

Note: You must provide a copy of the Certificate of Eligibility for Non-Compliance Hiring Based for Public Land Corps Service.

- (1) In order to be eligible for PLC non-competitive status, a former member of the PLC must provide documentation, as part of their application, verifying their eligibility and meet the following criteria:
 - (a) Served as a qualified youth on an appropriate conservation project completing a minimum of 640 hours of satisfactory service that included at least 120 hours through the PLC;
 - (b) Applied to a vacancy announcement for which applications are being accepted from individuals with non-competitive status;
 - (c) Meet the Office of Personnel Management (OPM) minimum qualification standards stated in the vacancy announcement for the position which you are applying; and
 - (d) Completed his/her most recent Corps service, which provided him/her with a total of 640 hours, inclusive of 120 hours on a PLC project as defined in 16 USC 1723(d), within the last two (2) years.
- (2) Appointments must be effected within the two years requirement.

How to apply

(1) In order to be eligible for PLC non-competitive status, a former member of the PLC must provide documentation, as part of their application, verifying their eligibility and meet the following criteria:

- (a) Served as a qualified youth on an appropriate conservation project completing a minimum of 640 hours of satisfactory service that included at least 120 hours through the PLC;
- (b) Applied to a vacancy announcement for which applications are being accepted from individuals with non-competitive status;
- (c) Meet the Office of Personnel Management (OPM) minimum qualification standards stated in the vacancy announcement for the position which you are applying; and
- (d) Completed his/her most recent Corps service, which provided him/her with a total of 640 hours, inclusive of 120 hours on a PLC project as defined in 16 USC 1723(d), within the last two (2) years.

(2) Appointments must be effected within the two years requirement.