

- *Making Offers Early.* Offers of appointment may be made to prospective college graduates well in advance of graduation. Security clearances and necessary paper work can then be completed while the individual selected is still in school.
- *Paying Travel Expenses to First Post of Duty.* In filling shortage category positions, as listed by the Civil Service Commission, agencies may pay the travel and moving costs of new appointees and of student trainees promoted to a higher grade upon completion of college work.
- *Appointing Without Examination.* Appointments to positions established under P.L. 313, may be made without competitive examination. However, the qualifications of individuals selected for such positions must be approved by the Civil Service Commission. In addition, the Civil Service Commission may authorize, in exceptional cases, appointment to other positions in the competitive service without examination. Such authority may be granted when qualified persons are so few, or the salary or duties are such, that it would not be in the interest of good administration to fill the vacancy by the normal open-competitive process.

Former Federal employees who have acquired career status may be reappointed without competitive examination to any position for which they may qualify.