



TO: Federal Employers

FROM: Benjamin A. Gilman International Scholarship Program

RE: Non-Competitive Eligibility

What is the Gilman Scholarship?

The Benjamin A. Gilman International Scholarship Program is a grant program that enables students of limited financial means to study or intern abroad, thereby gaining skills critical to our national security and economic prosperity.

What is Non-Competitive Eligibility (NCE)?

Executive Order 13750, signed in November 2016, grants alumni of the Benjamin A. Gilman International Scholarship Program 12 months of Non-Competitive Eligibility (NCE) hiring status within the federal government. 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 the program, the candidate:

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

Non-Competitive Eligibility 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 alum can receive a job offer with as little as an open position and a resume 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.

Why hire Gilman alumni using NCE?

Gilman scholars and alumni represent a network of talented go-getters with skills in intercultural communication, resourcefulness, critical-thinking, problem-solving, and foreign languages.

In addition, hiring a candidate with NCE status is hassle-free – if the candidate meets the necessary experience and education for a position, they can be hired without the formal job announcement or interview processes.

Who can I contact with questions about NCE?

If you have any questions about NCE, or would like to confirm a candidate's NCE status, please do not hesitate to contact the Gilman team. You can reach us at gilmanscholars@iie.org or (800) 852-2141 ext. 4. You can also contact the U.S. Department of State's Help Desk at ExchangeNCE@state.gov.