



*a New Day for Federal Service*



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# Pathways Programs

*Recruiting and Hiring  
Students and Recent Graduates  
into Federal Careers*



A vertical strip of the American flag is visible on the left side of the slide, showing the stars and stripes.

# Pathways Programs

- Presidential Executive Order 13562 created Pathways Programs to recruit, hire, develop, and retain students and recent graduates:
  - Internship Program
  - Recent Graduates Program
  - Presidential Management Fellows Program

A vertical strip of an American flag is visible on the left side of the slide, showing the stars and stripes.

# Pathways Programs (Cont' d)

- Goals:
  - Offer clear paths to:
    - Paid internships for students and
    - Careers for recent graduates
  - Provide training and career development for individuals starting their Federal careers

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# Internship Program

- Goal:
  - Provide students with paid opportunities to work and explore Federal careers while still in school

A vertical strip on the left side of the slide shows a close-up of the American flag, featuring white stars on a blue field and red and white stripes.

# Internship Program (Cont' d)

- Interns may:
  - Work full- or part-time
  - Be hired on a temporary basis for up to one year, or an indefinite period
  - Be converted to a permanent or time-limited position (1- 4 years)

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# Internship Program (Cont' d)

- Open to current students enrolled at least half-time in a variety of programs:
  - High-school/GED
  - Vocational
  - Technical
  - Undergraduate
  - Graduate
  - Professional

# Internship Program (Cont' d)

- Interns receive opportunities to:
  - Build work skills and experience
  - Learn from a professional workforce
  - Receive on-the-job training
  - Explore different Federal occupations






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# Recent Graduates Program

- Goal:
  - Provide recent graduates opportunities to apply academic training and knowledge in a professional job

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# Recent Graduates Program (Cont' d)

- Recent Graduates receive opportunities to:
  - Build work skills and experience
  - Learn from a professional workforce
  - Gain experience in their chosen field and pursue a long-term career

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# Recent Graduates Program (Cont' d)

- Learn from an assigned mentor
- Participate in formal training
- Be evaluated during their first year

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# Recent Graduates Program (Cont' d)

- Open to individuals who have completed a qualifying educational program within the preceding 2 years
  - Exceptions for:
    - Certain veterans
    - Individuals who completed educational programs after December 27, 2010

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# Recent Graduates Program (Cont' d)

Recent Graduates may be converted to a permanent or time-limited position (1 -4 years)

# Presidential Management Fellows (PMF) Program

- Goal:
  - Match graduate students with exciting and meaningful Federal opportunities and build future Federal leaders



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# PMF Program (Cont' d)

- Federal Government's premier leadership development program for graduate and professional degree candidates for more than 30 years
  - Preserves the PMF Program and increases flexibility, for example:
    - Individuals may self-nominate
    - Expands applicant eligibility window

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# PMF Program (Cont' d)

- Presidential Management Fellows receive opportunities to:
  - Work on challenging developmental projects
  - Work in multiple agencies
  - Receive formal mentorship, professional training, and evaluations
  - Network with current and future leaders
  - Gain experience in their chosen field and pursue a long-term career



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# PMF Program (Cont' d)

- PMF Finalists:
  - Have the opportunity to obtain a 2-year appointment as a Fellow and
  - May be non-competitively converted to a permanent or time-limited position (1-4 years)

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# PMF Program (Cont' d)


- Open to individuals who:
  - Are currently completing an advanced degree program, or
  - Completed the educational requirements for an advanced degree within the preceding two years

# Finding Pathways Positions

Pathways positions and hiring events will be posted on USAJOBS.gov



The image shows a screenshot of the USAJOBS search interface. At the top, the USAJOBS logo is displayed in red, with the tagline "WORKING FOR AMERICA" in black below it. The logo is set against a background of the Great Seal of the United States. Below the logo, there are two search input fields: "What:" on the left and "Where:" on the right, separated by a blue question mark icon. Both fields are currently empty. To the right of the "Where:" field, there is a blue link that says "Advanced Search >". Below the search fields is a blue button with the text "Search Jobs" and a right-pointing arrow.

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# Finding Pathways Positions (Cont' d)

- PMF Program
  - Opportunities announced annually through USAJOBS, late summer/early-fall
  - See [www.pmf.gov](http://www.pmf.gov) for more information

# Finding Pathways Positions (Cont' d)



[www.usajobs.gov/StudentsAndGrads](http://www.usajobs.gov/StudentsAndGrads)

Welcome Students and Recent Graduates



COMING SOON: Starting in the summer of 2012, newly streamlined programs will help students and recent graduates get started in the Federal workforce. Under President Obama's leadership, the Federal government has taken steps to help students and recent graduates find job opportunities.

Because these programs are new, it may take some time for job opportunities to be available. We encourage you to check back periodically, since new opportunities will appear as agencies begin to hire under these programs.

Search jobs!

Search Jobs ▶

Get more information!

Additional Resources

[Federal Jobs by College Major](#)  
[Pathways FAQ](#)  
[A-Z List of Federal Agencies](#)  
[Volunteer Service](#)  
[Go Government](#)

What you need to know about the Pathways Programs...

The Pathways Programs offer clear paths to Federal internships for students from high school through post-graduate school and to careers for recent graduates, and provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. As a student or recent graduate, you can begin your career in the Federal government by choosing the path that best describes you and where you are in your academics:

# Finding Pathways Positions (Cont' d)



The screenshot shows the USAJOBS search page. At the top, the USAJOBS logo is displayed with the tagline "WORKING FOR AMERICA". Below the logo is a search form with two input fields: "What:" and "Where:". The "What:" field contains the text "internship" and is highlighted in yellow. A red arrow points from a callout box to the "What:" field. The callout box contains the text "Type in the Pathways position you are looking for." Below the search fields is a blue "Search Jobs" button with a right-pointing arrow. At the bottom of the page, there are four links: "Individuals with Disabilities", "Veterans", "Students and Recent Graduates", and "Senior Executives".

**USAJOBS**  
"WORKING FOR AMERICA"

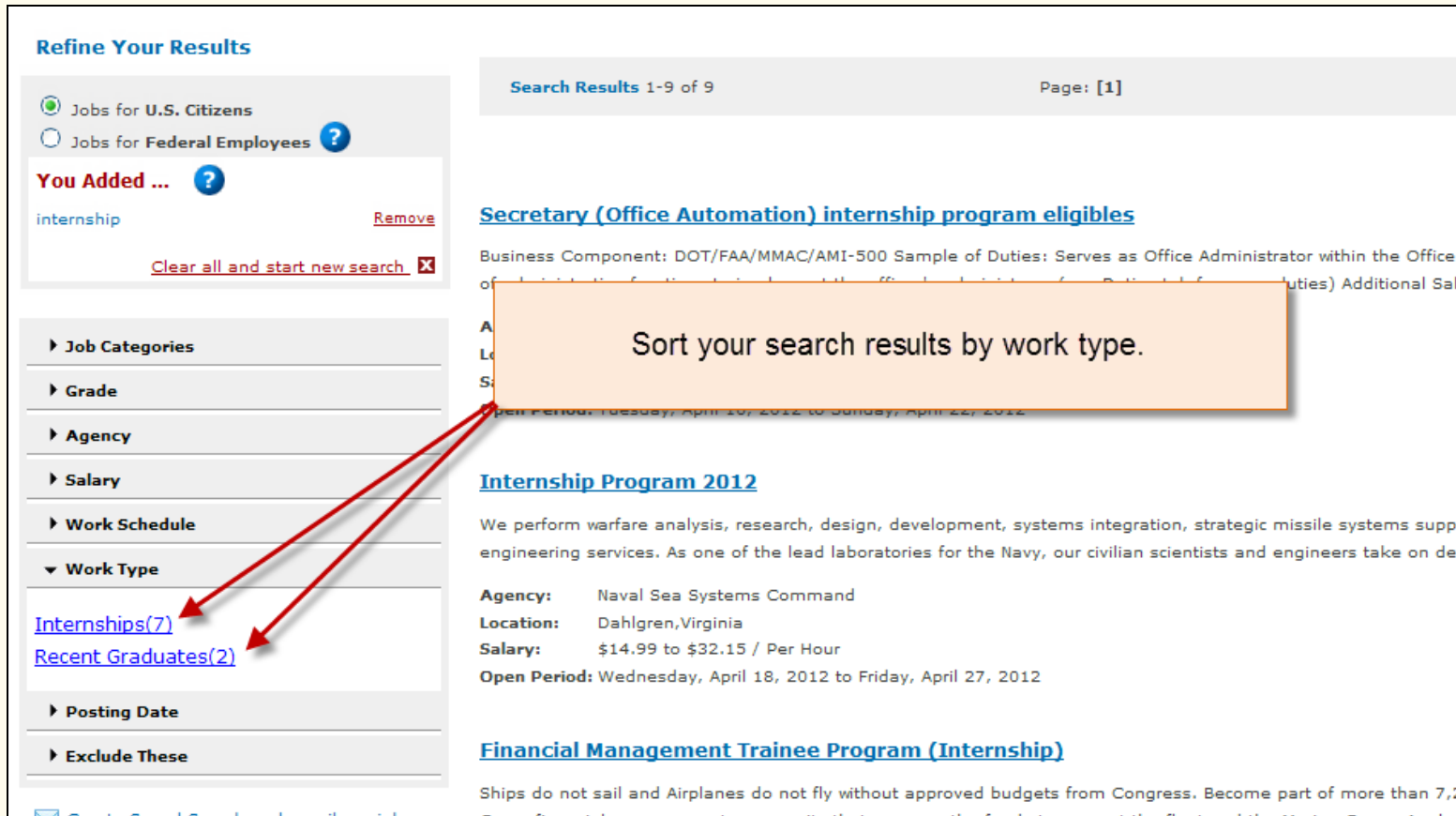
What:  Where:

Type in the Pathways position you are looking for.

[Search Jobs](#)

[Individuals with Disabilities](#) | [Veterans](#) | [Students and Recent Graduates](#) | [Senior Executives](#)

# Finding Pathways Positions (Cont' d)



The screenshot shows a job search interface. On the left, a sidebar titled "Refine Your Results" includes filters for "Jobs for U.S. Citizens" (selected) and "Jobs for Federal Employees". Below this is a "You Added ..." section with "internship" and a "Remove" link. Further down are expandable filters for Job Categories, Grade, Agency, Salary, Work Schedule, Work Type, Posting Date, and Exclude These. The "Work Type" filter is expanded, showing "Internships(7)" and "Recent Graduates(2)". Two red arrows point from these links to a callout box. The callout box is orange with a black border and contains the text "Sort your search results by work type." The main search results area shows "Search Results 1-9 of 9" and "Page: [1]". The first result is titled "Secretary (Office Automation) internship program eligibles" and includes details like "Business Component: DOT/FAA/MMAC/AMI-500" and "Sample of Duties: Serves as Office Administrator within the Office of Information Management". The second result is titled "Internship Program 2012" and includes details like "Agency: Naval Sea Systems Command", "Location: Dahlgren, Virginia", "Salary: \$14.99 to \$32.15 / Per Hour", and "Open Period: Wednesday, April 18, 2012 to Friday, April 27, 2012". The third result is titled "Financial Management Trainee Program (Internship)".

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# Pathways Transition Period

- Agencies can begin using the Pathways Programs starting on July 10, 2012
- Until that date, agencies may continue to hire using existing student employment programs – SCEP and STEP



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# Transition Period (Cont' d)

- Provided they remain eligible, current STEPs and SCEPs will be transitioned to the Internship Program
  - Agencies will have 6 months from the date the regulations are effective to do this
  - During the 6-month transition period, OPM waives the agency MOU requirement for the Internship and PMF Programs, but it remains in effect for Recent Graduates

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# Pathways Resources

- For more information:
  - [www.opm.gov/hiringreform/pathways](http://www.opm.gov/hiringreform/pathways)
  - [www.usajobs.gov/studentsandgrads](http://www.usajobs.gov/studentsandgrads)
  - [www.usajobsrecruit.gov](http://www.usajobsrecruit.gov)
  - [www.pmf.gov](http://www.pmf.gov)
  - Social Media:
    - Pathways Twitter
    - PMF Facebook

# Contact

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