

The Pathways Programs for Students and Recent Graduates



The Global Standard in Public Service Education



History of Pathways Programs

- **Created by Executive Order December 27, 2010**
- **Eliminated Federal Career Intern Program (FCIP)**
- **Directed the elimination of 2 current federal intern programs: SCEP and STEP**
- **Draft regulations August 2011; final regs May 2012**
- **Took effect July 10, 2012**

Overview of Pathways Programs

- **“Excepted hiring”**
 - “students competing against students”
- **3 component programs:**
 - Internship (*new*)
 - Recent Graduates (*new*)
 - Presidential Management Fellows

Internship program

- **Open to students from high school through PhD**
- **No set program length**
- **Position must be related to field of study or career goals**
- **Full-time or part-time**
- **Paid, at any GS level**
- **Eligible to “convert” to federal service after 640 (or 320) hours**
- **Allows but does not include “volunteer” service**

Recent Graduates program

- **For college, graduate, and professional school graduates**
- **Eligible for 2 years after graduation (6 years for military)**
 - **Class of 2011 grandfathered**
- **One year length (plus any “structured training”)**
- **Must be “developmental” position, with training and mentoring**
- **Hired at up to GS-9**
- **Eligible for conversion upon completion**

Presidential Management Fellows program

- **“Flagship leadership development program”**
- **For master’s, PhD, and professional school graduates**
- **2-year positions, include rotation, 160 hours of training, mentorship**
- **2-year eligibility after graduation**
- **Extremely competitive, with rigorous assessment process (Finalist placement)**
- **Administered centrally / annually by OPM**
- **Eligible for conversion upon successful completion**

For more information

usajobs.gov/StudentsAndGrads

opm.gov/HiringReform/Pathways

NASPAA.org