Students and recent graduates now have three clear paths to internships and full-time employment in the federal government as a result of new rules issued by the Office of Personnel Management (OPM) on May 11.

Established by Executive Order 13562, Recruiting and Hiring Students and Recent Graduates, the Pathways Programs will provide talented individuals who are in school or who have recently received a degree with greater access to federal jobs and internships, as well as meaningful training, mentoring and career development opportunities.

Comprised of the Internship Program, Recent Graduates Program and Presidential Management Fellows Program, the framework of the Pathways Programs will help federal agencies be more competitive in recruiting, hiring, developing and retaining the talent needed to fulfill their missions.

**INTERNSHIP PROGRAM**

This program offers current students in a wide variety of educational institutions with paid opportunities to work in federal agencies and explore different career paths. It replaces the Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP).

Upon successful completion of an internship, including 640 hours of work, participants will be eligible for conversion to full-time federal employment. Agencies may waive up to 320 hours of the work experience requirement for outstanding performers.

**RECENT GRADS PROGRAM**

This is a dynamic, one-year developmental program designed for individuals who have received undergraduate or graduate degrees from qualifying educational institutions or programs. Candidates must apply to the Recent Graduates Program within two years of degree or certificate completion, with the exception of veterans, who have up to six years to apply due to military service obligations.

Participants in the Recent Graduates Program will receive a minimum of 40 hours of training and professional development, complete an individual development plan and be assigned a mentor. Additionally, upon successful completion of the program, they will be eligible for conversion to full-time federal employment.

For more information visit calltosserv.org
*Students who graduated after the executive order was issued and before the final regulations take effect have been granted two full years of eligibility from July 10, 2012 to apply to the Recent Graduates Program.

PRESIDENT MANAGEMENT FELLOWS PROGRAM

The Presidential Management Fellows (PMF) Program has been and will continue to be a government-wide leadership development program for graduate and professional degree candidates. The new Pathways Programs regulations preserve this program, while at the same time increasing its flexibility to attract talent to federal agencies. For example, under the new regulations, the school nomination requirement has been eliminated and the eligibility window has been expanded to allow individuals who received a qualifying advanced degree within the preceding two years to apply to the program.

PMFs will participate in an orientation program, receive 80 hours of training and professional development, complete an individual development plan, be assigned a mentor, and have at least one rotational or developmental assignment. Upon successful completion of the program, participants will be eligible for conversion to full-time federal employment.