



THE NEW PATHWAYS PROGRAMS

OVERVIEW OF THE PATHWAYS PROGRAMS

On December 27, 2010, President Obama issued an [Executive Order](#) on recruiting and hiring students and recent graduates into the federal government. There are now three programs for these groups: The Internship Program, Recent Graduates Program and Presidential Management Fellows Program. Together, they will be known as the Pathways Programs.

- The ***Internship Program*** will provide students in high schools, community colleges, four-year institutions, trade schools and more with paid opportunities to work in federal agencies. The Internship Program is replacing the Student Career Experience Program. While participation in this program does not guarantee an individual a federal job upon graduation, agencies may convert eligible participants to full-time employment.
- The ***Recent Graduates Program*** is for recent graduates, or those individuals who have been out of school for fewer than two years. The only exception to this rule is veterans, who can apply for these positions within six years of receiving a degree if they have been actively serving in the military.
- The ***Presidential Management Fellows Program*** (PMF) is not changing significantly under the new order. The PMF recruiting calendar will be adjusted, however, to better align with students' academic calendars. Keep in mind, as is the case with the Recent Graduates Program, individuals must apply within two years of receiving their advanced degrees to be eligible for the PMF program.

Lastly, the Executive Order requires that the *Federal Career Intern Program* (FCIP) be completely shut down as of March 1st; agencies can no longer use it to hire recent graduates into government. Taken together, these changes will make the hiring process for students and recent graduates more streamlined, transparent and uniform.

FREQUENTLY ASKED QUESTIONS

Q: When will these new programs be implemented?

A: The Office of Personnel Management (OPM) has not issued regulations about how and when these programs will be implemented, however, current student programs will be in effect throughout the year.

Q: How does this impact my internship search for Summer 2011?

A: If you are searching for an internship for this summer, you will still be able to find Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP) positions.

Q: I am graduating in May. Now that FCIP is gone, will the Recent Graduates Program help me to obtain employment with the federal government?

A: OPM has yet to issue guidance on the timeline for implementation of the Recent Graduates Program. In the meantime, recent graduates can continue to apply for full-time positions online at [USAJOBS.gov](#) or on individual agency websites.

Q: I am already participating in one of these programs. Where can I learn more about how these changes will affect my status as a STEP, SCEP or FCIP?

A: Contact your supervisor or human resources office to learn more about your status. Additionally, visit [opm.gov](#) and [ourpublicservice.org](#) to read updates on the Pathways Programs as the regulations are released.