



PARTNERSHIP FOR PUBLIC SERVICE

UNDERSTANDING THE PATHWAYS PROGRAMS

The Pathways Programs are designed to streamline the hiring process and level the playing field for entry-level applicants. The main tenet of these programs is the opportunity to be non-competitively converted to a full-time employee after successful completion of the program requirements.

To search for these positions, simply type “Pathways,” “Recent Graduate” or “Internship” into the keyword search on USAJOBS.gov. Find a more extensive FAQ page under the USAJOBS *Students and Recent Graduates* section.

BENEFITS OF THE PATHWAYS PROGRAMS

- Meaningful work related to degree or major
- Paid opportunities
- Built-in professional development, training, and mentoring components
- Opportunity to convert to full-time employment at any federal agency
- Open to all majors or fields of interest
- Positions all over the country, not just in Washington, D.C.

The Internship Program

This paid program provides current high school, college and graduate students with opportunities to work in federal agencies while still in school. The intern’s work is related to their field of study or career goals. Each agency decides how many interns it will hire. Upon successful completion of an internship, participants may be eligible for conversion to full-time federal employment.

The Recent Graduates Program

This paid opportunity is a full-time, one-year developmental program designed for individuals who have received an undergraduate or graduate degree from a qualifying educational institution or program. Candidates must apply within two years of graduation, with the exception of veterans, who have up to six years to apply due to their military obligations. Participants in the Recent Graduates Program receive training and professional development, complete an individual development plan and are assigned a mentor. Each agency determines how many recent graduates it will hire. Recent graduates may also be eligible for conversion to full-time federal employment after program completion.

The Presidential Management Fellows (PMF) Program

The PMF Program is the federal government’s premier leadership development program for advanced degree candidates. Individuals who received a qualifying advanced degree within the preceding two years are eligible to apply and are not required to be nominated by their school. Presidential Management Fellows participate in an orientation program, receive training and professional development, complete an individual development plan, are assigned a mentor, and have at least one rotational or developmental assignment. Visit pmf.gov for more information.