

USDA Pathways Programs



The USDA Pathways Programs offers clear paths to paid Federal internships for students from high school through post-graduate school as well as recent graduates, and provides meaningful training and career development opportunities for individuals who are at the beginning of their Federal service. Pathways provides streamlined programs for students and recent graduates to get started in the Federal workforce and for Federal agencies to recruit, hire, develop and retain these individuals.

Executive Order 13562 establishes a Pathways framework with three clear program paths:

- Internship Program, Recent Graduates Program, & Presidential Management Fellows Program.
- The regulations were published on May 11, 2012, and became effective on July 10, 2012.
- All job opportunity announcements are posted on www.usajobs.gov/studentsandgrads/

Internship Program

This program is for current students enrolled in a wide variety of educational institutions from high school to graduate level, with paid opportunities to work in agencies and explore Federal careers while still in school.

Eligibility: Individuals currently enrolled in high school, college, professional, technical, vocational and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.

Program Administration: May be hired on a temporary basis for up to one year for an initial period or for an indefinite period, to complete educational requirements. May work part-time or full-time. Must sign a participant agreement that sets forth expectations. There is no grade level restriction.

Program Completion: May be converted to a permanent position within 120 days of successful completion of the program. To be eligible for conversion, Interns must complete at least 640 hours of work experience, complete their degree or certificate requirements, meet the qualifications for the position to which the Intern will be converted, meet the requirements specified in the participant agreement, and perform their job successfully.

Recent Graduates Program



This program is for individuals who have recently graduated from qualifying educational institutions or programs

and seek a dynamic, career development program with training and mentorship. To be eligible, applicants must apply within two years of degree or certificate completion, except for Veterans precluded from doing so due to their military service obligation, who have up to six years to apply.

Eligibility: Individuals who have completed, within the previous two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution.

Program Administration: May be hired on a temporary appointment for a period of one year. Must sign a participant agreement that sets forth expectations. There is mentorship throughout the program. Individual Development Plans will be in place to create and track career planning, professional development and training activities. Participants will receive at least 40 hours of formal interactive training each year of the program. Positions offer opportunity for career advancement.

Program Completion: May be converted to a permanent position. To be eligible for conversion, Recent Graduates must complete at least one year of continuous service, demonstrate successful job performance and meet the qualifications for the position to which the Recent Graduate will be converted.

Presidential Management Fellows Program

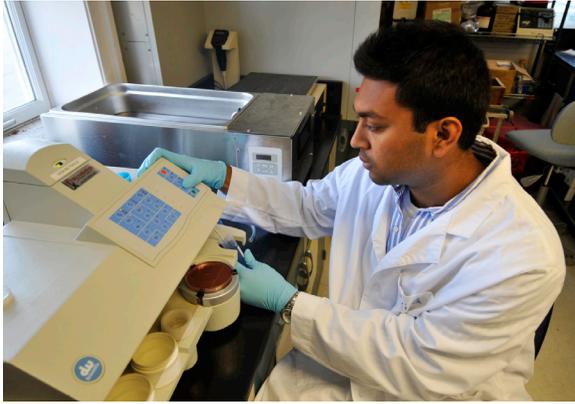
This program has been the Federal government's premiere leadership development program for advanced degree candidates. This program is now for individuals who have received a qualifying advanced degree within the preceding two years.

Eligibility: Individuals who recently graduated from educational institutions or individuals who expect to complete by August 31st.

Program Administration: The Office of Personnel Management determines qualifications. Fellows are selected from a finalist list at the GS-9, 11 or 12 grade level for a two-year career development program. Each Fellow must have a participant agreement, senior-level mentor, Individual Development Plan (IDP) and at least 80 hours of formal interactive training per year.

Program Completion: Must be certified by an Executive Resources Board. May be non-competitively converted to a permanent or term appointment in the competitive service.

For complete information, visit:
www.pmf.gov.



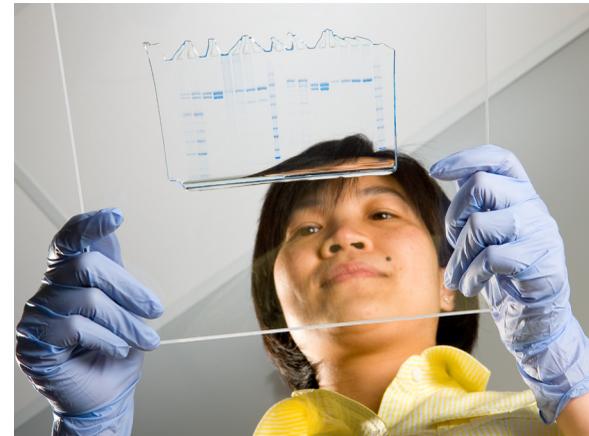
For more information, please contact us at:
 USDA, REE, AFM
 Human Resources Division
 5601 Sunnyside Avenue
 Beltsville, Maryland 20705-5105
 (301) 448-7811
 (301) 830-0363
 recruitment@ars.usda.gov

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Research, Education and Economics
 Human Resources Division

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- Agricultural Research Service (ARS)**
- Economic Research Service (ERS)**
- National Agricultural Statistics Service (NASS)**
- National Institute of Food and Agriculture (NIFA)**