

## **PATHWAYS PROGRAMS is the new wave Leading Students to Federal Internships, Careers**



The federal Pathways Programs were created to address the federal government's competitive disadvantage in recruiting the best and the brightest at the beginning of their careers.

On July 10, 2012, Pathways replaced old student employment programs, including the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP).

The Bureau of Land Management is developing a corporate approach to guide the agency's use of the new Pathways authorities.

The Pathways Programs provide three clear paths to federal internships and careers in government for students and recent graduates:

- The Internship Program for current students will give students at the high school, vocational/technical, undergraduate and graduate levels paid opportunities to work in agencies and explore federal careers while still in school.
- The Recent Graduates Program, which replaces the Federal Career Intern Program (FCIP) terminated in 2011, will be open to individuals who have graduated from qualifying educational institutions or programs in the last two years. Veterans may have up to six years after graduation to apply under this new provision.
- The Presidential Management Fellows (PMF) Program for advanced degree candidates expands eligibility to individuals who have received a qualifying advanced degree within the preceding two years.

Key changes in the Student Programs under the new Pathways Program will include:

- Internships and job opportunities for recent graduates must be posted on USAJOBS.
- Veterans' Preference MUST be applied.
- Interns must be placed in a position description classified in the appropriate series.
- Recent graduates will have training, mentoring assignments and IDP requirements.
- Participant Agreements are required for each Pathways Program.

Students appointed under the old SCEP, STEP and PMF authorities must be transitioned into the new Pathways Programs by January 5, 2013.

New student hires must abide with new Pathways Programs authority.