

Pathways Programs

The Federal Government values the contributions made by students and recent graduates of all ages and backgrounds. We have been placed at a competitive disadvantage, though, compared to other sectors in recruiting and hiring students and recent graduates. To address these difficulties, President Obama signed [Executive Order 13562](#), entitled "Recruiting and Hiring Students and Recent Graduates," on December 27, 2010.

This Executive order established two new programs and modified another. They are the Internship Program for current students; the Recent Graduates Program for people who have recently graduated from qualifying educational institutions or programs (2 years from the date the graduate completed an academic course of study); and the reinvigorated Presidential Management Fellows (PMF) Program for people who obtained an advanced degree (e.g., graduate or professional degree) within the preceding two years. These programs, collectively the Pathways Programs, are streamlined developmental programs tailored to promote employment opportunities for students and recent graduates in the Federal workforce.

Pathways Programs offer clear paths to Federal internships for students from high school through post-graduate school and to careers for recent graduates, and provide meaningful training and career development opportunities for individuals who are at the beginning of their Federal service.

•**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. Additional information about the Internship Program can be found [here](#).

•**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 will have up to six years to apply). Additional information about the Recent Graduates Program can be found [here](#).

•**Presidential Management Fellows Program:** For more than three decades, the PMF Program has been the Federal government's premier 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. Additional information about the Presidential Management Fellows Program can be found [here](#).

For additional information on the Pathways Programs overall, please visit: <http://www.opm.gov/HiringReform/Pathways/>.

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