Federal Career Pathways Positions

Presented at the Kansas City Government-to-University (G2U) Annual Regional Coalition Conference
The Pathways Program offers Federal internship and employment opportunities for current students, recent graduates, and those with advanced degrees. There are three available paths:

<table>
<thead>
<tr>
<th>Pathway</th>
<th>Eligibility</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internship</td>
<td>Available to current students in high school, college, trade school, or other qualifying education institution. Offers paid internships to work in federal agencies and explore Federal careers while completing your education.</td>
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<tr>
<td>Recent Graduates</td>
<td>Available to those who have graduated, within the past two years, from a qualifying educational institution or certificate program. (Veterans have up to six years to apply due to their military service obligation). Offers career development with training and mentoring.</td>
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<tr>
<td>Presidential Management Fellows</td>
<td>Available for recent graduates with an advanced degree within the past two years of the annual opening date or by August 31 of the following year of the annual application. Application period opens on September 30, 2020.</td>
<td></td>
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</tbody>
</table>

[https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#url=Overview](https://www.opm.gov/policy-data-oversight/hiring-information/students-recent-graduates/#url=Overview)
Internship Program

• Administered by each Federal agency independently. Positions are posted on USAJOBS.

• Agencies may hire Interns on a temporary basis for up to one year, or for an indefinite period, to complete the educational requirement.

• Interns may work either part- or full-time.

• The Intern’s job will be related to the Intern’s academic career goals or field of study.

• Interns may be converted to a permanent position within 120 days of successfully completing the program. To be eligible for conversion, Interns must:
  o Complete at least 640 hours of work experience through the program (up to 320 hours may be waived for Interns who demonstrate high potential as evidenced by outstanding academic achievement and exceptional job performance).
  o Complete their degree or certificate requirements.
  o Meet the qualification standards for the position to which they will be converted.
  o Meet agency-specific requirements as specified in the Participant’s Agreement.
  o Perform their job successfully.
Recent Graduates Program

• Administered by each Federal agency independently. Positions are posted on USAJOBS.

• Recent Graduates are placed in a dynamic, developmental program with the potential to lead to a civil service career in the Federal Government.

• The program lasts for 1 year (unless the training requirements for the position warrant a longer and more structured training program).

• Training and Development includes:
  o Orientation program for Recent Graduates hired for the program.
  o Mentorship throughout the program.
  o Individual Development Plan to create and track career planning, professional development, and training activities.
  o At least 40 hours of formal, interactive training each year of the program.

• Opportunity for career advancement
  • After Program Completion, the Recent Graduate may be converted to a permanent position.
    o Must have successfully completed at least 1-year of continuous service in addition to all the training and development requirements.
    o Demonstrate successful job performance.
    o Meet the qualifications for the position to which the Recent Graduate will be converted.
Presidential Management Fellows Program

• Centrally administered by the PMF Program Office within OPM.

• OPM announces the opportunity to apply for the PMF Program on USAJOBS.

• OPM selects Finalists based on an evaluation of experience and accomplishments according to the application and results of the assessment. OPM publishes and provides agencies with the list of Finalists.

• Agencies provide OPM with information about their PMF opportunities and can post PMF appointment opportunities for those who are Finalists on the PMF website year-round. In addition, a job fair is typically held for Finalists each year in the Spring.

• Finalists who obtain an appointment as a PMF serve in a two-year excepted service position.

• Training and Development:
  o Senior-level mentorship throughout the program.
  o Individual Development Plan to create and track career planning, professional development, and training activities.
  o Developmental opportunities in the occupation or functional discipline the PMF would most likely be placed.
  o At least 80 hours of formal, interactive training each year of the program for a total of 160 hours.
  o PMFs are placed on a performance plan and must obtain a successful rating each year.

• After Program Completion the PMF may be converted to a permanent position in the competitive service.
Where to Find Pathways Positions

Pathways positions are posted on USAJOBS. [http://www.usajobs.gov](http://www.usajobs.gov)
Creating a USAJOBS Account

https://www.usajobs.gov/Help/how-to/account/

https://login.gov/help/creating-an-account/how-to-create-an-account/
Creating a USAJOBS Profile

https://www.usajobs.gov/Help/how-to/account/profile/
How to Search for Pathways Positions

Explore Hiring Paths

The Federal Government offers unique hiring paths to help hire individuals that represent our diverse society. Learn more about each hiring path and your eligibility.

- Open to the Public
  U.S. citizens, nationals or those who owe allegiance to the U.S.
- Federal Employees
  Current or former, includes the competitive and excepted services
- Veterans
- Military Spouses
- National Guard & Reserves
  Current or prospective members
- Senior Executives
- Individuals with a disability
- Family of overseas employees
- Native Americans
  American Indian or Alaskan Native
- Peace Corps & AmeriCorps VISTA
- Special authorities

In the job announcement look for the This job is open to section. When a job is open to Students you’ll see the Students icon: 📚. When a job is open to Recent graduates, you’ll see the Recent graduates icon: 🎓. There may be other groups listed that can also apply.

You can also select the Students or recent graduates filter. Your results will display all jobs open to students and recent graduates.
Search for Opportunities in the KC Region

Here are the filters used. Notice you can save the search and receive an email when new positions are posted.

The agency and open period are listed.

The salary, length of employment, and who is eligible to apply are listed.
Creating a USAJOBS Application

To create an application on USAJOBS:

1. Sign into USAJOBS.

2. Make sure the required sections of your profile are complete and everything is up-to-date.

3. Find the job announcement for which you want to apply.

4. Thoroughly review the job announcement, including the How to Apply and Required Documents section.

5. Click Apply. The USAJOBS application process will guide you through five steps:

   1. Select Resume.
   2. Select Documents including transcripts.
   3. Review Package.
   4. Include Personal Information.
   5. Continue to Agency Site and complete assessments, such as a questionnaire.

https://www.usajobs.gov/Help/how-to/application/
Pathways Testimonials

We will hear from a local Federal employee about their Pathways experience.
Discussion

We will now open the lines for discussion. For additional information, please contact:

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U.S. Office of Personnel Management
M: 202-409-1370
Erika.Vega@opm.gov | www.opm.gov/HRS
Additional Information About the Presidential Management Fellows Program
Presidential Management Fellows (PMF) Program

• Established in 1977, the Federal Government’s flagship leadership development program for advanced degree holders.

• Two year Fellowship at the GS-9/11/12 level.

• Competitive application and assessment process, with 4,000-6,000 applicants annually (produces on average between 300 and 600 Finalists a year).

• 160 hours of interactive training & 4-6 month developmental assignment required.

• PMF’s Leadership Development Program fulfills 100 hours of training at no additional cost to agencies (other than travel costs for only two onsite sessions during the full 2 years).

• Opportunity to non-competitively convert to a term or permanent Federal position upon successful completion of program requirements.

• Visit the PMF website for detailed information.
https://www.pmf.gov/academia/overview/
Greater Kansas City PMF Involvement

• Annual application cycle yields around 50 applicants from the KC area.

• One to three finalists are selected in the KC area annually. Recent agencies selecting finalists include Department of Agriculture; Department of Housing and Urban Development; and US Office of Personnel Management.

• Representation from regional universities include:
  - Avila University
  - Baker University
  - Columbia College
  - Creighton University
  - Emporia State University
  - Fort Hays State University
  - Kansas State University
  - Mid America Nazarene University
  - Missouri State University
  - Missouri University of Science and Tech
  - Missouri Western State University
  - Park University
  - Rockhurst University
  - University of Kansas
  - University of Missouri, Columbia
  - University of Missouri, Kansas City
  - University of Nebraska, Omaha
  - Washburn University
Sample Qualifying Degree Programs -
Class of 2020

- Accounting/Finance/Budget
- Aerospace Engineering
- Anthropology
- Area Studies – ex. Strategic, Judicial
- Biology/Biological Sciences
- Biostatistics
- Business Management/Administration
- Chemistry
- Civil Engineering
- Communications
- Community/Regional Planning
- Comparative Politics
- Computer Science
- Conflict Analysis/Resolution
- Criminal Justice
- Cyber Security/Information Security
- Defense/Terrorism
- Diplomacy
- Economics
- Education
- Emergency Management

- Environmental Policy/Studies
- Environmental Sciences/Natural Resources
- Epidemiology
- Forestry
- Geospatial Analysis
- Government
- History
- Hydrology
- Industrial Engineering
- International Disciplines
- Law (JD or other law degree)
- Neurosciences
- Non-profit Management
- Physics
- Policy Analysis
- Psychology
- Public Administration
- Public Affairs
- Public Health
- Religion
- Social Work
- Sociology
- Toxicology