



USGS Pathways Programs For Managers

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Background

- Presidential Executive Order (EO) 13562, created Pathways Program signed December 2010
- Pathways Regulations became effective July 2012.

Pathways – 3 Distinct Tracks

- The **Internship Program** is for students who have been accepted or currently enrolled in an accredited academic degree/certificate program.
- The **Recent Graduate Program (RG)** is for individuals who have graduated from qualifying educational institution or programs within the preceding two years, exception for certain veterans for up to six years.
- The **Presidential Management Fellows Program (PMF)** is for individuals who have obtained an advanced graduate or professional degree.

General Pathways Guidance

- Approved Memorandum of Understanding (MOU) between OPM and DOI is required.
- All Pathways participants are eligible for conversion to the competitive service once program requirements have been successfully completed.
- Public Notice is required for all Pathways Internship and Recent Graduates job opportunities.
- Veterans' Preference must be applied for all Pathways Programs.
- Pathway Agreement is required
e.g., Enrolled student, 2.0 GPA, IDP



Internship Program Comparison



Intern NTE or Temporary Intern	Career or Indefinite Interns
<p>Temporary appointment not to exceed one year. Work not have to be related to students area of study</p>	<p>Appointment expected to last for more than one year. Should be related either to the student's academic field of study or the student's career interests</p>
<p>May work full-time or part-time, benefit eligibility depends on # of hours worked</p>	<p>May work full-time or part-time, eligible for benefits</p>
<p>Can not promote/reassign without competing/advertising an internal announcement</p>	<p>Eligible for promotion/reassignment up to the full performance level established at time of recruitment</p>
<p>Under rare situations may be eligible for conversion to a term/permanent position upon successful completion of degree requirements.</p>	<p>Eligible for conversion to a term/permanent position once program requirements have been successfully completed. Must convert within 120 days from date degree requirements are completed, or terminated.</p>
<p>If appointed over 90 days, IDP required</p>	<p>IDP Required.</p>

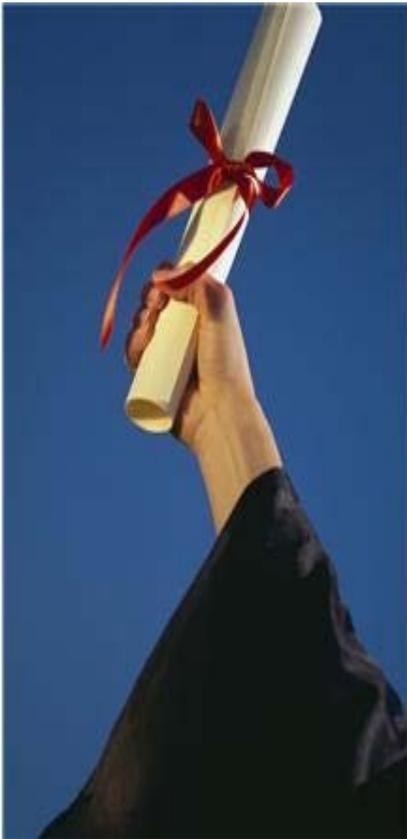


Recent Graduate Program Requirements

- **Eligibility Requirement:**

- Completed within the previous 2 years an associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution. Veteran Exception- previous 6 years
- May hire up to grade GS-9 level
Exception for STEM may hire up to GS-11 and
Research positions, may hire up to GS-12
- Position must have career advancement

Recent Graduate Hire



- 1 year career development program
- Eligible for full benefits
- Must work Full-Time
- Eligible for promotion/reassignment up to full performance level.
- Requires 40 hours of formal training
- Mentor must be assigned within 90 days
- Must have an IDP within 45 days
- Eligible for conversion to perm/term on or by the date the 1 yr service requirement is met or be terminated



Presidential Management Fellows (PMF)

- Fellowship for advanced graduates within 2 years after completing advanced graduate degree includes S.T.E.M. degrees
- OPM Recruits and Assesses Applicants
 - Hire at GS-9, 11 or 12
 - Eligibility for one year
 - Can provide access to current finalists
- 2-year developmental leadership program
- May be noncompetitively converted to perm/term



Continue PMF Hire

- Manager must reimburse OPM \$7,000
- Participant Agreement is required
includes Mentor, IDP, 160 hours of training courses, and 4-6 month developmental assignment
- Eligible for noncompetitive conversion to Perm/Term appointment



Public Notice and Area of Consideration



- **Public Notice** is required for all Pathways Internship and Recent Graduates job opportunities.
- **Area of Consideration/Who May Apply** definition.... *The area of consideration (AOC) describes the individuals from whom the agency will accept applications to compete for the position. It may be a broad or a limited group of individuals. The area of consideration may also be referred to as “Who May Apply” within the vacancy announcement.*
 - USGS Intern Public Anncts- Students Nationwide
 - USGS Recent Graduate Anncts- RG Nationwide

Recruitment Strategies

- Targeted Recruitment/Outreach
- Strategic Planning
- Flexibilities when advertising Pathway vacancies

Targeted Recruitment/Outreach

- Targeted Recruitment /Outreach includes:
 - Build/Maintain relationships with schools and professional organizations
 - Market the USGS and the Pathways Program
 - Participate in networking opportunities, such as job fairs
 - Work with HR to develop an Interest/Outreach Announcement
- Ensure Fair and Open Competition
- Partner with your HR Specialist with targeted recruitment/outreach efforts

Strategic Planning

- Plan your targeted recruitment/outreach based on your upcoming needs
- Review Workforce Plan and determine what work is required (temporary/perm)
- Partner with your HR Specialist to discuss your targeted recruitment plan
- Set reasonable expectations

Qualifications



Grade Level	Level of Education
GS-1	Enrollment in a high school diploma or GED program
GS-2	High school or GED diploma
GS-3	1 full academic year of post high school study
GS-4	2 full academic years of post high school study or an associate's degree
GS-5	4 academic years of post high school leading to a bachelor's degree or equivalent degree
GS-7	1 full academic year of graduate level education OR eligibility under the Superior Academic Achievement Provision and completion of bachelor's degree
GS-9	2 full academic years of graduate level education, or a master's degree or equivalent graduate degree.
GS-11	PhD or equivalent degree

Flexibilities - Advertising a Pathways vacancy

- Limit the announcement open period.
- Limit the number of applications received
- Use specific eligibility requirements in announcement. Examples include:
 - Student position is year round or Summer only
 - Prefer candidates who are pursuing a specific degree paths or coursework
 - Develop specific questions related to position

References

Pathways Regulations:

[Federal Register - Pathways](#)

[OPM hiring authority - students and recent graduates](#)

Pathways- How to apply and fact sheets:

[USAJOBS Student and Recent Graduate](#)

[USGS Pathways Fact sheet](#)

[Youtube: How to search and apply for student and recent graduate opportunities](#)

Pathways-What paperwork is required to recruit/hire:

<http://www.usgs.gov/humancapital/hr/requireddocuments.html>

USGS Workforce Planning Guide:

<http://www.usgs.gov/humancapital/sw/workforceplanning/deskguide.html>

USGS Human Capital A-Z:

<http://www.usgs.gov/humancapital/a-zlist.html>

Individual Development Plan:

http://www.usgs.gov/humancapital/ecd/ecd_idphome.html



HR Point of Contact

Contact your servicing HR specialist

<http://www.usgs.gov/humancapital/hr/askhro.html>

Thank you

Questions

Pathways 2015 PPT Presentation at USGS HC A-Z
website: [Supervisor Information](#)