



PATHWAYS

FOR STUDENTS & RECENT GRADUATES
TO FEDERAL CAREERS

NASA Langley Research Center
Hampton, VA

<http://www.nasajobs.nasa.gov/studentopps/default.htm>

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, Executive Order 13562 entitled "Recruiting and Hiring Students and Recent Graduates," was signed 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. Collectively, the Pathways Programs are paid streamlined developmental programs tailored to promote employment opportunities for students and recent graduates in the Federal workforce.

Pathways Intern Employment Program Eligibility

- U.S. Citizenship.
- Current students in an accredited high school, home-school, vocational, technical, professional, trade school, associates, bachelors, masters or doctorate program with a 2.9 cumulative GPA.

Program Completion and Conversion

- Interns may be converted to a permanent position (or, in some limited circumstances, to a term 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 acquired through the Internship Program; prior to or concurrently upon academic requirements.
 - Complete their degree or certificate requirements.
 - Meet the qualification standards for the position to which the Intern will be converted.
 - Perform their job successfully.
- In addition, students working in agencies through third-party intern providers may count up to 320 of the hours they work toward the 640 hour requirement. (example: LARSS)
- Time spent under previous Internship Program appointments may count towards required work experience hours.



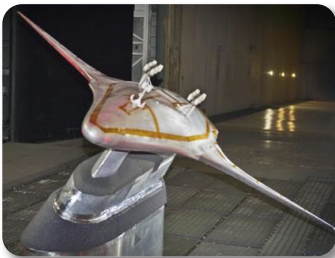
Pathways Recent Graduate Program

Eligibility

- U.S. Citizenship
- Must 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.
- Veterans unable to apply within two years of receiving their degree, due to military service obligation, have as much as six years after degree completion to apply.

After Program Completion

- Recent Graduates may be converted to a permanent position (or, in some limited circumstances a term appointment).
- To be eligible for conversion, Recent Graduates must have:
 - Successfully completed at least 1-year of continuous service in addition to all requirements of the Program.
 - Demonstrated successful job performance.
 - Met the OPM qualifications for the position to be converted.



**All positions are advertised on USAJobs.*

<https://www.usajobs.gov/>

Applicants are required to apply through USAJobs.

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Pathways Presidential Management Fellows (PMF)

Eligibility

- U.S. Citizenship
- Must have completed, within the previous two years, a qualifying advanced degree from a qualifying educational institution; or
- Must be a current student attending a qualifying educational institution who expects to complete the advanced degree by August 31st of the academic year in which the competition is held.

After Program Completion

- Presidential Management Fellows may be converted noncompetitively to a term or perm appointment in the competitive service.
- To be eligible for conversion, Recent Graduates must have:
 - * Successfully completed all requirements of the Program.
 - * Demonstrated successful job performance.
 - * Met the OPM qualifications for the position to be converted.