



Proposed Rule: Pathways for Students and Recent Graduates

Program Highlights – Recent Graduates Program

Introduction

This proposed program would target individuals who have recently graduated from qualifying educational institutions or programs. 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 six years after degree completion). Successful applicants would be placed in a dynamic, two-year career development program. The following summarizes some of the provisions of the proposed Recent Graduates Program. For a complete description, go to the [Proposed Regulations](#) webpage.

Eligibility

- Recent graduates who have completed, within the past two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate.
- Veterans unable to apply within two years of receiving their degree - due to military service obligation - have six years after degree completion to apply.

Program Administration

- The Recent Graduates Program would be administered at the individual agency level.
- Each Agency would sign a Pathways Agreement with the Recent Graduate setting forth expectations for the program.
- Agencies would provide OPM with information regarding their opportunities and post information publicly about how to apply for specific positions.

Training and Development

- Orientation program for Recent Graduates hired for the program.
- Mentorship throughout the program.
- Individual Development Plan to create and track Recent Graduates' career planning, professional development, and training activities.
- At least 40 hours of formal, interactive training each year of the program.
- Positions offer opportunity for career advancement.

After Program Completion

- After successful program completion and job performance, the recent graduate may be non-competitively converted to a permanent position (or a term appointment lasting 1-4 years).
- In rare cases, the hiring agency may extend the two-year program period for up to an additional 120 days before deciding whether or not to convert the Recent Graduate.