



Proposed Rule: Pathways for Students and Recent Graduates

Proposed Internship Program: Summary

Introduction

The Internship Program would replace the existing Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP); additional information about these existing programs can be found at <http://www.usajobs.gov/studentjobs/> and <http://www.opm.gov/employ/students/index.asp>. The proposed Internship Program would be targeted towards students enrolled in a wide variety of educational institutions from high school to graduate level. It would provide students with opportunities to explore Federal careers while being paid for the work performed. At the successful conclusion of this program, they may be eligible for non-competitive conversion to a Federal career or career conditional position. The following summarizes some of the provisions of the proposed Internship Program. For a complete description, go to the [Proposed Regulations](#) webpage.

Eligibility

- Current students in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.
- Intern's job would not have to be related to the Intern's academic career goals or field of study.

Program Administration

- The Internship Program would be administered at the individual agency level.
- Agencies may appoint Interns on a temporary basis for up to one year for an initial period, similar to the current STEP appointments, or for an indefinite period, in order to complete the educational requirement.
- Interns may work either part- or full-time.
- Each Agency would sign a Pathways Agreement with the Intern setting forth expectations for the internship.
- Agencies would provide OPM with information regarding their internship opportunities and post information publicly about how to apply for specific positions.

Program Completion and Conversion

- Interns may be non-competitively converted to a permanent position (or to a term position lasting 1-4 years) within 120 days of successful completion of the program.
- To be eligible to convert, Interns must complete a minimum of 640 hours of work, finish their degree or certificate requirements, and have performed their job successfully.
- Agencies may waive up to 320 of the required 640 hours of work for Interns who demonstrate high potential as evidenced by outstanding academic achievement and exceptional job performance.
- Time spent under previous Internship Program appointments may count towards required work experience hours.