

OCHR FACTSHEET

Pathways Programs

Issued: February 2012

HIRING REFORM

This Fact Sheet:

- Provides background information on student programs
- Introduces the Pathways Programs
- Compares STEP, SCEP, FCIP and Pathways

Background

The Office of Personnel Management (OPM) soon will implement new student employment programs and opportunities for recent graduates – Pathways. The Pathways Programs replaces earlier programs, including the Federal Career Intern Program (FCIP), Student Temporary Employment Program (STEP) and the Student Career Experience Program (SCEP). The new Pathways Program also modifies the Presidential Management Fellows (PMF) program for high-potential graduate students. OPM expects to implement the Pathways programs in May 2012.

OPM repealed FCIP earlier in the year; STEP and SCEP programs continue until the implementation of the new Pathways program. The DON has limited numbers of individuals participating in the PMF program. Pathways includes the Internship Program, Recent Graduates Program and the modified PMF Program. Details on each program are available at www.opm.gov/hiringreform/pathways/.

From STEP and SCEP to the Internship Program (eff. May 2012)

Current STEP positions are **temporary** (less than one year); often seasonal appointments open to all students regardless of academic goals. These appointments do not have conversion eligibility to the competitive service. SCEPs are longer term appointments available to students whose academic goals relate to the position to which they are appointed and have conversion eligibility to the competitive service.

The Pathways Internship Program combines the existing STEP and SCEP programs. It enables students to explore federal careers. Applicants must meet the definition of student – an individual who has been accepted for enrollment or who is enrolled and seeking a degree in a qualifying education institution on a full- or half-time basis. Unlike the current STEP program, all participants in the Pathways Internship Program are eligible for conversion to the competitive service if all program requirements are met.

New - Recent Graduates Program (begins May 2012)

Until its repeal, FCIP was a key tool used to hire recent graduates. The new Pathways Recent Graduates Program will provide a two-year developmental experience designed to lead to a civil service career in the federal government. To be eligible for the program, applicants must meet the definition of a recent graduate — an individual, who within the previous two years completed a qualifying degree or technical program. Veterans precluded from doing so due to their military service obligation, will have up to six years after degree or certificate completion to apply. Participants in the Pathways Recent Graduates Program are eligible for conversion to the competitive service if all program requirements are met.

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Comparing STEP, SCEP, FCIP and Pathways

	STEP	SCEP	Pathways Intern	FCIP	Pathways Recent Grad
Temporary?	Yes	No	Yes	No	No
Eligibility Requirement	Current Student	Current Student	Current Student	Recently Graduated	Graduated within the past two-years
Position must be related to academic field?	No	Yes	No**	No**	No**
Conversion Eligibility to competitive service? (Term or permanent)	No	Yes	Yes	Yes	Yes
Veterans Preference applies?	No	No	Yes	No	Yes
Public Notice Requirement?	No	No	Yes	No	Yes

*Two- year requirement may be extended up to six years for veterans who, due to military service obligations, were precluded from applying in the two-year window

** Certain positions require academic field of study to be directly related to position

Frequently Asked Questions

Q. How do I find out about Pathways opportunities?

A. Once Pathways is implemented; a summary of all opportunities will be listed on USAJOBS.

Q. What will happen to current STEP and SCEP employees?

A. Many STEP and SCEP participants will be eligible to convert to a Pathways Internship appointment. Commands will evaluate participants to ensure they continue to meet activity needs and Pathways Program requirements in order to convert them to a Pathways Internship.

Q. Can commands continue to hire students until Pathways is effective?

A. Yes. STEPs and SCEPs will be eligible for conversion to a Pathways appointment. Additionally, all pending offers under STEP and SCEP will be honored and brought on as a Pathways appointment when Pathways regulations are final.

Q. When will Pathways opportunities be available?

A. Once OPM publishes final regulations, information and other materials will be posted on the DON HR website www.public.navy.mil/donhr/Employment/InternApprentice/Pages/Default.aspx. OPM expects to implement Pathways May 2012.

Still Need Assistance?

For additional information on Pathways Programs please visit www.opm.gov/hiringreform/pathways/ or www.public.navy.mil/donhr/Employment/InternApprentice/Pages/Default.aspx or send questions to DONhrfaq@navy.mil



www.public.navy.mil/DONHR/Employment/HiringReform.com



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