

COMPARISON OF FEDERAL PATHWAYS PROGRAMS

	PATHWAYS INTERNSHIP	PATHWAYS RECENT GRADUATES	PATHWAYS PRESIDENTIAL MANAGEMENT FELLOWS (PMF)
Requires an agreement b/w agency and participant	Yes (school does not need to be included)	Yes	Yes
Requires a MOU w/OPM	Yes	Yes	Yes
Requires position to be advertised on USAJOBS	Yes	Yes	Yes
Length of program	May be time limited (NTE appointment) or for an indefinite amount of time (indefinite appointment)	1-year career development program unless training requirements warrant a longer program; may not exceed 2 years plus any agency approved extension of up to 120 additional days	2-year career development program (agencies may extend 120 days)
Conversion (eligibility)	Within 120 days of completing academic requirements	Once service requirement is met or at end of agency approved extension	Once service requirement is met or at end of agency approved extension
Conversion (location)	Within employing agency or another federal agency	Within employing agency only	Within employing agency only
Conversion (recommendation)	Must have received a favorable recommendation by agency official	Must have received recommendation from first-level supervisor	Must be ERB-certified Fellow
Conversion (performance)	Must meet performance requirement as specified in agreement	Performance rating must be at least fully successful	ERB evaluates performance and developmental expectations
Conversion (appointment type)	Term or permanent appointment; if converted to term, may be subsequently noncompetitively converted to permanent before term expires	Term or permanent appointment; if converted to term, may be subsequently noncompetitively converted to permanent before term expires	Term or permanent appointment; if converted to term, may be subsequently noncompetitively converted to permanent before term expires
Work experience must be related to academic field of study	No (Work experience should be related to academic field of study or career goals.)	No	No
Connection to Workforce/Strategic Plan	Required	Required	Required
Training and development requirements	None	IDP within 45 days of appointment; 40 hours of formal training each year	IDP within 45 days of appointment; 80 hours of formal training each year; at least on rotational or developmental assignment

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Mentorship requirements	None	Mentor required within 90 days of appointment	Mentor required within 90 days of appointment - managerial employee outside of Fellow's chain of command
Educational requirements	Student (enrolled or accepted on at least a half-time basis)	Application must be received within 2 years (6 years for veterans) of completing academic requirements; student can be enrolled in accredited home school program, in high school, vocational school, or college	Eligible within 2 years of completing academic requirements. No nomination is required
Qualifications	Agency developed or OPM qualifications	OPM qualifications	OPM qualifications
Limitations on types of positions/grades	None	GS-9/equiv and below; GS-11/equiv (doctoral degree related science, technology, engineering, or math position) GS-11 or 12/equiv (certain scientific and professional research positions)	GS-9, GS-11, or GS-12 level (or equivalent); no Senior Fellows
Series Classification	Trainee ("99"-GS or "01"- WG)	Regular	Regular
Performance Plan	Required	Required	Required
Tenure	2 - Appointment for more than 1 year; 0-Appointment for less than a year and has not completed 1 year of service 3-Appointment for less than a year and has completed 1 year of current continuous service	2 - Appointment for more than 1 year	2 - Appointment for more than 1 year