# PATHWAYS Recent Graduates Program

**Pathways Recent Graduates:**

- For individuals who are about to graduate or have graduated within the past 2 years, vets who have graduated within the past 6 years.
- Full time job with full time benefits.
- 2 year appointment with intention to make permanent position.
- Most degrees work for most positions. Some have an individual requirement, for example: Contracting requires 24 business credits, Accounting requires an accounting degree, and Engineering requires a professional engineering degree.
- Formal management-trainee position (training plan and mentor program).
- No mobility agreement, positions are located in Mechanicsburg or Philadelphia only.
- Entry level generally at GS-5 or GS-7, potential for non-competitive promotions up to GS-11, depending on position. Pay plans found at www.opm.gov.
- Promotion potential to over $57,000 – Mechanicsburg, or $61,000 – Philadelphia.
- Four-year degree or equivalent experience required for GS-5. GPA of 3.0 required for GS-7.
- Applicants rated and ranked based on score to online questionnaire, both resume and questionnaire must be completed to be considered.
- Vets preference applies. May add points to questionnaire score.
- Hiring process can be long!

**How to locate and apply for NAVSUP Weapon Systems Support (WSS) Recent Graduates jobs:**

- Establish account on www.usajobs.gov. Load resume and transcripts into your account.
- Use advanced search feature
    - Type "recent graduates" or "recent graduates program" in key word search area
    - Under Location search, select Pennsylvania, then All Pennsylvania
    - Under Agency search, select Department of Defense - Dept of Navy, then Naval Supply Systems Command
    - Under Applicant Eligibility block, select no unless you meet one of the specified criteria
    - Click search jobs, then review returns and select desired job – click apply online
    - ***NOTE: our jobs are listed as NAVSUP Weapon Systems Support (WSS) in the job summary area, with locations in Mechanicsburg and Philadelphia, PA***
    - Select resume, transcripts, and supporting documentation (vet info if applicable)
    - Answer and submit online questionnaire (http://www.opm.gov/healthcare-insurance/new-prospective-employees/, you will be linked there from USAJOBS)
    - Check account for updates on application status

**For more information on benefits in the federal government:**

- http://www.opm.gov/insure/health/new_employees.asp (New employee)
- http://www.donhr.navy.mil/ (Navy benefits info)
- http://www.opm.gov/insure/life/index.asp (Life Insurance)
- http://www.opm.gov/insure/health/index.asp (Health Insurance)
- http://www.tsp.gov/ (Retirement)