



PARTNERSHIP FOR PUBLIC SERVICE

STUDENT PROGRAMS

As with any job, the best way to find out if the federal government is right for you is to try it out. If you are exploring the idea of federal employment, you should seriously consider doing an internship at some point during your academic pursuits. Interning gives the agency a chance to evaluate your skills and abilities, which may lead to a full-time job offer after graduation.

STUDENT TEMPORARY EMPLOYMENT PROGRAM (STEP)

Student Temporary Employment Program (STEP) provides employment for students to explore working in a federal agency, not necessarily related to their academic field of study. These positions are temporary and can last up to one year. Positions may continue up until graduation, unless converted to the SCEP Program (described below). Grade and salary are determined based on work experience and completed education, typically at the entry-level.

Eligibility Requirements

- Currently enrolled on at least a part-time basis in:
 - An accredited high school, technical or vocational school; or
 - A two- or four-year college, university, or graduate or professional school.
- Enrolled in an academic, vocational or technical program leading to a degree, diploma or certificate.

STUDENT CAREER EXPERIENCE PROGRAM (SCEP)

The **Student Career Experience Program (SCEP)** offers a substantive, long-term internship experience with federal agencies. The work must be related to your area of study and requires the agency to have a formal commitment with your educational institution. Most positions are paid, and students may also receive academic credit. If you successfully complete 640 hours of work as a SCEP, you are eligible for permanent employment without going through the traditional hiring process. Both SCEP and STEP positions are not required to be posted on USAJOBS.gov.

Eligibility Requirements

- Enrolled or accepted for at least part-time enrollment as a degree-seeking student in an accredited high school or technical or vocational school, 2- or 4-year college or university, or graduate or professional school.

PRESIDENTIAL MANAGEMENT FELLOWS (PMF) PROGRAM

The **Presidential Management Fellows (PMF) Program** is the most prestigious program for recent graduates from Master's and doctoral programs. Fellows complete a two-year fellowship that provides formal training and developmental assignments. Upon successful completion of the Program, the Fellow converts to a non-competitive permanent position within the agency. For more information, visit the PMF Program's website at www.pmf.gov.

PATHWAYS PROGRAMS

Overview of the Pathways Programs

President Obama issued an Executive Order on recruiting and hiring students and recent graduates into the federal government that will launch in late Spring 2012. There will be three programs for recruiting and hiring students and recent graduates into the federal government: the Internship Program, Recent Graduates Program and Presidential Management Fellows Program. Together, they will be known as the Pathways Programs.

- The ***Internship Program*** will provide students in high schools, community colleges, four-year institutions, trade schools and more with paid opportunities to work in federal agencies. While participation in this program does not guarantee an individual a federal job upon graduation, agencies may convert eligible participants to full-time employment.
- The ***Recent Graduates Program*** is for recent graduates, or those individuals who have been out of school for fewer than two years. Veterans can apply for these positions within six years of receiving a degree if they have been actively serving in the military.
- The ***Presidential Management Fellows Program*** (PMF) is not changing significantly under the new order. The PMF recruiting calendar will be adjusted, however, to better align with students' academic calendars. Individuals must apply within two years of receiving their advanced degrees to be eligible for the PMF program.

Frequently Asked Questions

Q: When will these new programs be implemented?

A: Although the proposed regulations recently underwent a public comment period, the Office of Personnel Management (OPM) has not yet issued final regulations about how and when these programs will be implemented. Until then, current student programs continue to be in effect.

Q: How does this impact my internship search for Summer 2012?

A: If you are searching for an internship for this summer, you will still be able to find Student Temporary Employment Program (STEP) and Student Career Experience Program (SCEP) positions.

Q: I am graduating in May. Will the Recent Graduates Program help me to obtain employment with the federal government?

A: OPM is expecting to issue guidance on the timeline for implementation of the Recent Graduates Program this spring. In the meantime, recent graduates can continue to apply for full-time positions online at USAJOBS.gov or on individual agency websites. Once the recent graduates program is launched, May 2012 graduates may apply.

Q: I am already participating in one of these programs. Where can I learn more about how these changes will affect my status as a STEP or SCEP?

A: Contact your supervisor or human resources office to learn more about your status. Agencies will create a plan to convert participants in current programs. Additionally, visit opm.gov and ourpublicservice.org to read updates on the Pathways Programs as the regulations are released.