

**For:** FFAS Employees

**FFAS Pathways Program Implementation and Transition Guidance**

**Approved by:** Associate Administrator for Operations and Management



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**1 Pathways Program**

**A Background**

On December 27, 2010, President Obama signed Executive Order 13562, establishing the Pathways Program. On May 11, 2012, the U.S. Office of Personnel Management (OPM) published the final rule for the Pathways Program, and on July 10, 2012, OPM launched the Pathways Program.

The Pathways Program:

- is designed to improve the competitiveness of the Federal Government in recruiting and hiring students and recent graduates
- replaces previous programs, such as the former Student Career Experience Program and Student Temporary Employment Program
- is comprised of the following 3 components:
  - Internship Program
  - Presidential Management Fellows Program
  - Recent Graduates Program.

**B Purpose**

This notice provides hyperlinks that contain detailed information and guidance about the Pathways Program.

**Note:** As with all hires, hiring offices must ensure that funding is available before initiating recruitment efforts.

Disposal Date	Distribution
March 1, 2013	All FAS, FSA, and RMA employees; State Offices relay to County Offices

## 1 Pathways Program (Continued)

### C Pathways Program Hyperlinks

The following hyperlinks contain detailed information and guidance about the Pathways Program to ensure compliance with Federal- and USDA-specific requirements:

- [http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat\\_rec/MOU\\_USDA\\_Signed\\_72012%20\(2\).pdf](http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat_rec/MOU_USDA_Signed_72012%20(2).pdf) for Pathways Program Memorandum of Understanding (MOU)
- [http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat\\_rec/TRANSITION%20AND%20IMPLEMENTATION%20GUIDE%20\(2\).pdf](http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat_rec/TRANSITION%20AND%20IMPLEMENTATION%20GUIDE%20(2).pdf) for Pathways Program Transition and Implementation Guide
- [http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat\\_rec/USDA%20Pathways%20Training%20Outline%20Plan.pdf](http://fsaintranet.dev.sc.egov.usda.gov/fsa/operations/hrd/strat_rec/USDA%20Pathways%20Training%20Outline%20Plan.pdf) for USDA Pathways Program Training and Development Plan.

**Notes:** The Pathways Program:

- MOU provides the purpose, scope, and requirements of the program
- Transition and Implementation Guide provides guidance:
  - for managers currently employing students
  - describes the options available for transitioning students to the Pathways Program
  - includes program regulations and requirements for future recruiting and hiring of students.

The USDA Pathways Program Training and Development Plan provides guidance for the competency-based training program and the mandatory courses for each Pathways Program participant.

### D Contacts

Questions about this notice may be directed to Keisha Jones, FFAS Student Employment Program Manager, by either of the following:

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