

## FREQUENTLY ASKED QUESTIONS ON ALL PATHWAYS PROGRAMS

### **Background**

**Question: What's the difference between the Internship Program and the Recent Graduates Program?**

**Answer:** The Internship Program is for students currently enrolled in a degree/certificate seeking program. The Recent Graduates Program is for individuals who completed the program requirements for an associates, bachelors, masters, professional, doctoral or technical/vocational degree or certificate.

**Question: What's the difference between the Recent Graduates Program and the PMF?**

**Answer:** The PMF Program is the Federal Government's flagship leadership and development program and is exclusively for high-performing graduate students. The Recent Graduates Program is not limited to graduate students; it is for individuals who recently completed the requirements for any of a wide range of degrees or certificates, including an associates, bachelors, masters, professional, doctoral, or technical/vocational degree or certificate.

### **Eligibility**

**Question: What are the eligibility requirements for the Internship Program?**

**Answer:** An individual must be currently enrolled or accepted for enrollment on at least a half-time schedule as a student at an accredited educational institution in a certificate, degree or diploma program, and must meet the qualification standards for the Internship position.

**Question: What are the eligibility requirements for the Recent Graduates Program?**

**Answer:** An individual must be within 2 years of completion of program requirements for an associates, bachelors, masters, professional, doctoral or technical/vocational degree or certificate from an accredited educational institution and meet the qualification standards for the position. Preference eligible veterans may be eligible for extensions on time to apply. (See Frequently Asked Questions)

**Question: What are the eligibility requirements for the PMF Program?**

**Answer:** Individuals must have completed or be scheduled to complete an advanced degree within 2 years and meet the qualification standards for the position.

**Question: May students appointed under the Internship Program remain in the Program once they have completed their educational requirements?**

**Answer:** No. Students appointed under the Internship Program who have met all requirements of the Program and have satisfactorily completed the requirements for their diploma/certificate/degree may no longer remain in the Program, as they are no longer students and no longer meet the eligibility requirements for the Program.

**Question: Must students be U.S. citizens at the time they are appointed?**

**Answer:** There is no overarching requirement that applicants for positions in the excepted service be U.S. citizens. However, agencies may appoint non-citizens only if the student meets immigration employability laws; the agency is authorized to pay aliens under the annual appropriations act ban and any agency specific enabling and appropriation statutes; and the student has been lawfully admitted to the United States as a permanent resident or is otherwise authorized to be employed. Students may not be converted to career-conditional employment in the competitive service unless they are citizens at the time of conversion.

**Question: May the son or daughter of an agency employee participate in that agency's Internship Program?**

**Answer:** Yes. The parent and student must not have a direct reporting relationship and the relative cannot advocate the employment, promotion or advancement of the student.

**Question: What are the age requirements for students to participate in the Internship Program?**

**Answer:** Age 16 is the minimum age allowed for Federal employment.

**Question: Are male students required to be registered with the Selective Service before they may be appointed under the Pathways Programs?**

**Answer:** In order to be eligible for appointment to a position in an Executive agency, , male applicants born after December 31, 1959, who are required to register with the Selective Service under section 3 of the Military Selective Service Act, and who are still capable of registering (*i.e.*, have not yet reached age 26), must actually be registered. If it is no longer possible for an applicant required to register to do so, *i.e.*, if the applicant has reached age 26, the applicant must be able to demonstrate that his failure to register was not knowing and willful. See 5 U.S.C. 3328(a) and 5 CFR part 300, subpart G.

**Question: May agencies appoint students who are home-schooled to the Internship Program?**

**Answer:** Yes, provided they are otherwise eligible under 5 CFR 362.203, home-schooled students may participate in the Internship Program as long as they are participating in either 1) an accredited home-school, or 2) a home-school curriculum approved by their State or local governing jurisdiction.