

PATHWAYS PROGRAM HIGHLIGHTS

	MENTORS	DEVELOPMENTAL WORK EXPERIENCE	DEVELOPMENTAL ROTATIONAL ASSIGNMENT	INDIVIDUAL DEVELOPMENT & PERFORMANCE PLANS	FORMAL TRAINING	ELIGIBLE FOR PROMOTION	ELIGIBLE FOR NON-COMPETITIVE CONVERSION TO PERMANENT
Temporary Intern Program*	No	Optional, career-related	No	No & appt >120 days in 12-month period	No	Yes	Yes- (competitive conversion to Career Intern)
Career Intern Program	Yes	Yes	Mapped via the Intern Development Plan (I-DP)	Yes	Determined by I-DP	Yes	Yes- to career or career-conditional appt only (new appt to Recent Grad)
Recent Graduates Program	Yes	Yes	Mapped via the Individual Development Plan	Yes	Minimum 40 hours per year	Yes	Yes- to career or career-conditional appt only
Presidential Management Fellows Program (PMF)	Yes	Yes	Minimum of two rotations, 1-6 months in duration	Yes	Minimum 80 hours per year	Yes, up to grade GS-13	Yes- to career or career-conditional appt only

*hired to work on temporary projects or in traditional "summer jobs," (e.g., routine clerical work)