



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

Pathways Programs Comparison Chart

Current Pathways Regulations	Final Pathways Regulations (effective June 11, 2024)
Pathways Internship and Recent Graduate Programs applicant eligibility limited to students in formal academic programs	Pathways Internship and Recent Graduate Programs applicant eligibility requirements expanded to include “qualifying career or technical education programs” (which may include Registered Apprenticeship Programs, Job Corps, Climate Corps, AmeriCorps, and Peace Corps)
Public notice requirement met by advertising Pathways opportunities on USAJOBS	Public notice can be met by advertising Pathways opportunities on USAJOBS or the agency's public facing career or job information web page
Initial recent graduate appointments limited to GS-9 (or equivalent) for most positions	Initial recent graduate appointments up to the GS-11 level (or equivalent)
Recent graduates and PMFs limited to conversion to term or permanent positions in the employing agency	Recent graduates and PMFs may be converted to term or permanent positions in the employing agency or in different agencies when the employing agency is unable to convert.
Annual reporting required for workforce planning strategies and agency use of the Pathways Programs	Reporting on a fiscal year basis every 3 years for workforce planning strategies and agency use of the Pathways Programs
Pathways Memorandum of Understanding (MOU) required	Agency Pathways Policy replaces MOU requirement
Pathways interns must be converted within 120 days of completing educational program	Pathways interns must be converted within 180 days of completing degree or career or technical educational program
Agencies can convert interns to term or permanent Federal positions once they complete a minimum of 640 hours	Agencies can convert interns to term or permanent Federal positions once they complete a minimum of 480 hours, or fewer with the below waiver
Agencies may approve a waiver of up to 320 hours of the internship work hour requirement based on superior work performance and academic achievement (overall grade point average of at least 3.5 or standing in the top 10 percent of their graduating class or induction into a nationally recognized scholastic honor society)	The work hour waivers are still based on work performance and demonstrated high potential. In addition to grade point averages and class standings, agencies may also approve a waiver based on letter of recommendation attesting to their outstanding program performance.