

Pathways

Student Internship Program

FACT SHEET



WHAT?

On December 27, 2010, Presidential Executive Order 13562 was signed creating a program aimed to recruit, hire, develop, and retain students and recent graduates.

WHO?

- Students currently enrolled in an accredited educational institution on a half or full-time basis
- Projected completion of at least 60 semester hours prior to the start of the internship; interns typically start in May

HOW?

Apply through USAJOBS.gov Pathways opportunities

Required documentation:

- Resume
- Transcript
- DD214 (if applicable)
- Upon submission of required documentation:
- USAHIRE Assessment

WHY?

Develops

- Leadership skills
- Confidence
- Interpersonal skills
- Professional work habits
- Ethics

Provides

- Exposure to Senior Leaders
- Learning experiences
- Networking
- Training opportunities
- Goal oriented focus

WHEN...

Joining the Pathways Internship Program, it Involves

- Functional work assignments
- Job shadowing opportunities
- Formal Interactive Training
- Placement on a formal performance plan and a performance evaluation
- Mentoring
- Group Projects
- Senior Leadership briefings

Upon successful completion of the academic program and the internship program, interns may be converted to a term or permanent position in the competitive service consistent with agency needs, academic achievement, and demonstrated potential. However, future budgetary events, hiring restrictions, or other events may preclude the conversion.

For more information about the Pathways Internship Program, visit the following site:
<https://www.dfas.mil/careers/howtojoin/students.html>