

# Pathways

## Recent Graduates

# FACT SHEET



## WHAT?

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

## WHO?

Open to individuals who have completed a qualifying educational program within the preceding 2 years

- Exception for certain Veterans whose military service precluded them from applying within 2 years
- HS/GED completion is not a qualifying educational program for the Recent Graduates Program
- Visit the Recent Graduates site at <https://www.dfas.mil/careers/howtojoin/appforgraduates.html> for information

## 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 Program, it Involves*

**Coursework** - 40 hours of formal interactive training: Classroom and online learning through DFAS

**Mentoring** - Established within 90 days and meet with them on a regular and reoccurring basis

If you are in a developmental position with full performance level (FPL) of GS09 or GS11 you will be part of the DFAS Leaders In Motion (LIM) Program. For more information about the LIM Program please visit the following site:  
<https://www.dfas.mil/careers/Programs-and-Benefits/leadersinmotion.html>