VA Pathways Orientation for PMF - Module 2
Module 2
Pathways Presidential Management Fellows Program Requirements, Forms and Procedures
Objectives for Module 2

- Requirements for my Pathways Program
- Important Forms and Procedures
Requirements for PMFs

- Complete my Pathways Orientation
- Meet with Supervisor to review and sign a Pathways Participant Agreement within first 10 days
- Develop and sign an Individual Development Plan (IDP) with Supervisor within first 45 days
- Complete 160 hours of formal, interactive training during my two year program
- Be assigned a Mentor who is not in direct chain of command within first 90 days
- Complete at least one developmental assignment of 4 to 6 months
Pathways Participant Agreement

- Contract between Participant and Supervisor
- Identifies requirements and expectations for program
- Fill out and sign on Consolidated Internship Solution (CIS)
Individual Development Plan (IDP)

- Establish learning goals and objectives and a plan for 160 hours of training
- Focus on development as key aspect of Pathways
- Track and complete on Consolidated Internship Solution (CIS)
Mentors and Supervisors

- Mentors listen, advise and inspire
- Supervisors guide, delegate, lead and evaluate
Exit and/or Conversion

- Complete program requirements
- Meet qualification standards for target position
- Receive favorable recommendation
- Demonstrate successful job performance
- Obtain Executive Resource Board (ERB) or equivalent certification
Frequently Asked Questions

• Is a rotational assignment required?
  - No; rotational assignment is optional

• What is the Executive Resource Board (ERB)?
  - A group of VA Officials who evaluate each Fellow and determine whether it can certify in writing that the Fellow met all requirements of the Program.

• Do I have to be a U.S. Citizen to convert to full-time position?
  - Yes; must be eligible to legally work in the U.S.
Next Steps

• Review Module 3 – How to make the most of my PMF Program at VA