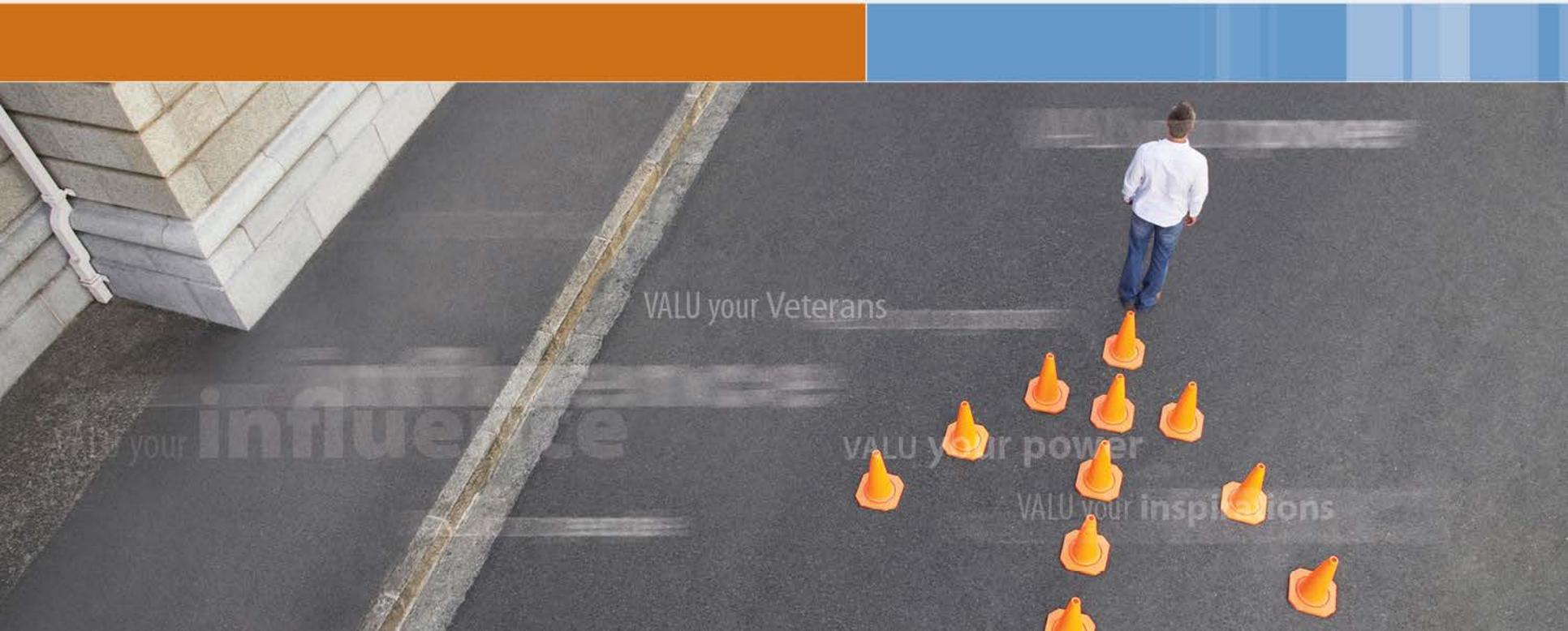


# VA Pathways Orientation for PMF - Module 2



# Module 2

## Pathways Presidential Management Fellows Program Requirements, Forms and Procedures



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## Objectives for Module 2



- Requirements for my Pathways Program
- Important Forms and Procedures



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# Requirements for PMFs

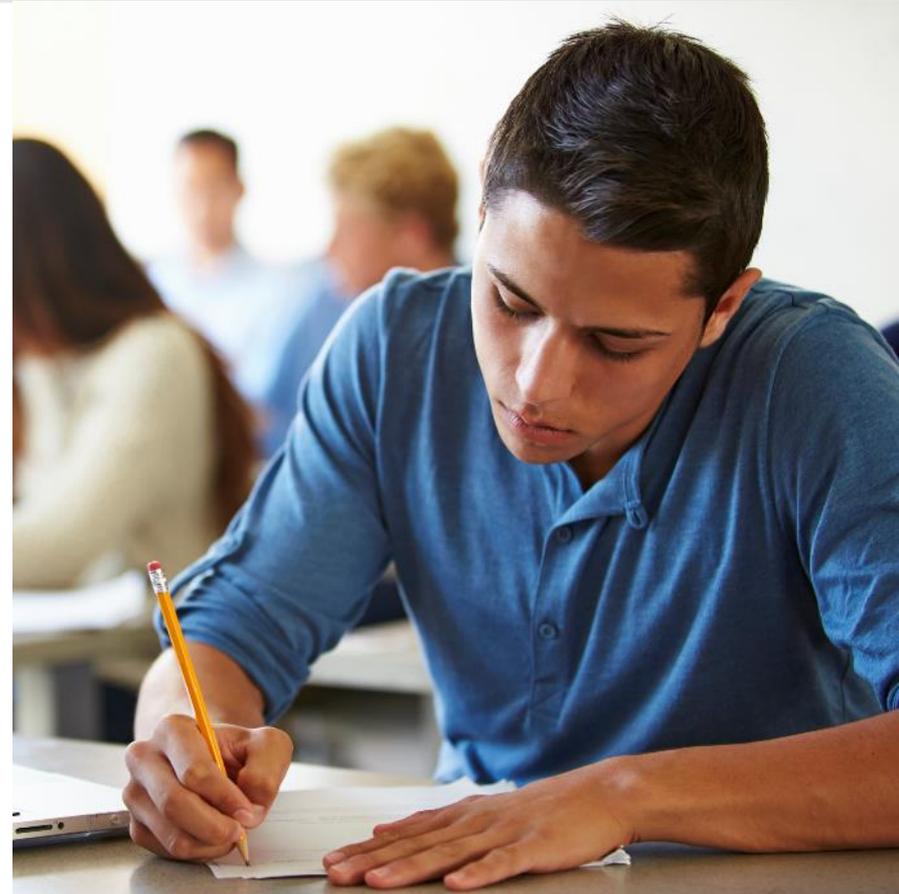


- ✓ Complete my **Pathways Orientation**
- ✓ Meet with Supervisor to review and sign a **Pathways Participant Agreement** within first 10 days
- ✓ Develop and sign an **Individual Development Plan (IDP)** with Supervisor within first 45 days
- ✓ Complete **160 hours of formal, interactive training** 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

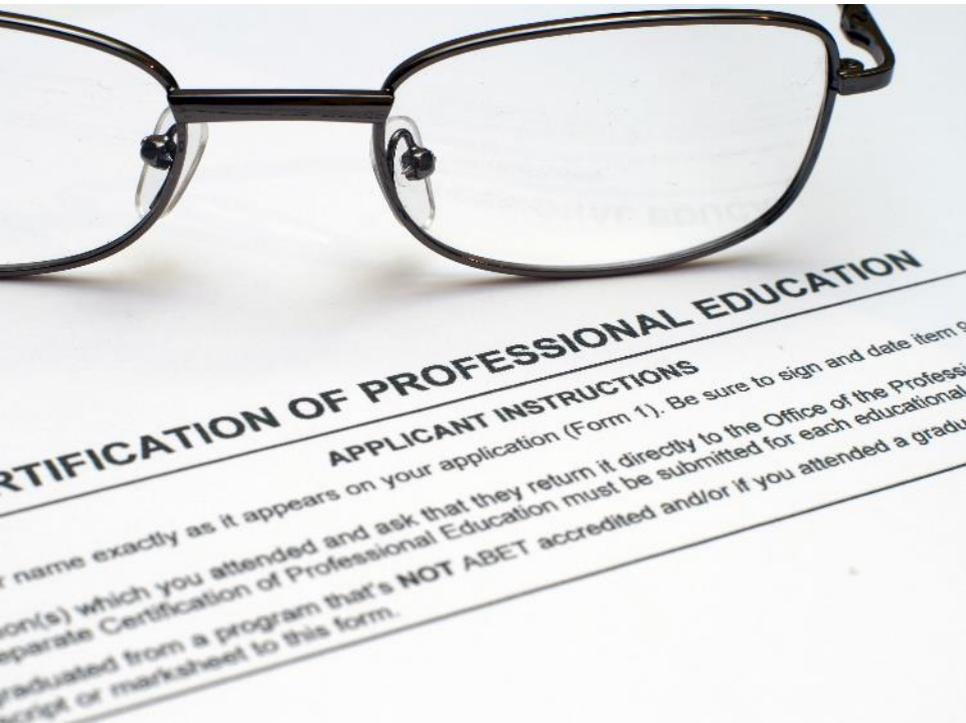


# Pathways Participant Agreement

- Contract between Participant and Supervisor
- Identifies requirements and expectations for program
- Fill out and sign on Pathways Tracker



# 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 Pathways Tracker



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# 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



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# Frequently Asked Questions



- Is a rotational assignment required?
- What is the Executive Resource Board (ERB)?
- Do I have to be a U.S. Citizen to convert to full-time position?

# Next Steps

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



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