VA Pathways Orientation for Recent Graduates - Module 2
Module 2
Pathways Recent Graduate Program Requirements, Forms and Procedures
Objectives for Module 2

• Requirements for my Pathways Program

• Important Forms and Procedures
Requirements for Recent Graduates

✓ 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 40 hours of formal, interactive training during my one year program

✓ Be assigned a Mentor who is not in direct chain of command within first 90 days
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 40 hours of training
- Focus on development as key aspect of Pathways
- Track and complete on Pathways Tracker
Mentors and Supervisors

• Mentors listen, advise and inspire

• Supervisors guide, delegate, lead and evaluate
Exit and/or Conversion

• Complete program requirements
• Meet minimum qualifications of target position
• Receive favorable recommendation
• Meet performance standards
Frequently Asked Questions

• Can my one year program be extended?
• Can I be promoted?
• Do I have to be a U.S. Citizen to convert to a full-time position?
Next Steps

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