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
- Complete requirements in CIS Platform
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 Consolidated Internship Solution
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?
  - Only in rare circumstances, can be extended up to 120 days

• Can I be promoted?
  - Accelerated promotions are not consistent with the purpose of the Recent Graduates Program

• Do I have to be a U.S. Citizen to convert to a full-time position?
  - Pathways Participant must be a United States citizen to be eligible for noncompetitive conversion to the competitive service
Next Steps

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