



## Candidates who are Students or Recent Graduates

Whether you are on a career path or in the process of determining which career you would like to pursue, DoD OIG has numerous opportunities for high school and college/university students of all academic disciplines and levels. Many of these opportunities provide invaluable experiences.

- [Internship Programs for Students](#) (linked to button on side bar)

The Internship Program is for high school and college students in search of an internship or other opportunity to gain work experience while in school. The program is designed to provide students who are enrolled in a wide variety of educational institutions, from high school to graduate level, with paid opportunities to work in agencies and explore federal careers while still in school. Students who successfully complete the program may be eligible for conversion to a permanent job in the civil service. Explore available internship opportunities

## Student Summer Employment – Pathways Interns

The Student Summer Employment provides training and work experience for individuals during summer months. The work ranges from office support trades to positions in professional fields.

Eligibility - Students must meet the following eligibility requirements to participate in the Student Summer Employment:

- Enrolled or accepted for enrollment as a diploma, certificate, or degree-seeking student. Verification showing enrollment status is required from the school.
- Meet the minimum age required by federal, state, or local laws and standards governing the employment of minors.
- Taking or scheduled to take a course load at least half-time in an accredited high school, technical, or vocational school, 2-year or 4-year college or university, graduate, or professional school.

Pay and Benefits - Students in the Pathways receive a competitive salary but are not eligible for federal benefits.

How to Apply - Student summer employment opportunities are announced January through March of each year. Explore the opportunities on the job search page.

Required Documentation: You must include the following documentation with your application, otherwise you may be disqualified during the application process:

- Resume
- Academic transcript
- School verification form
- Completed application form on [USA Jobs](#) – you will need to create an account to apply

Any additional documentation required in the job description.

If you recently graduated from a qualifying educational institution or program, there are many opportunities available under the Pathways Recent Graduates Program. The one-year program offers developmental experiences in the federal government in an effort to promote possible careers in civil service.

If you have an Associate's degree or equivalent, you will generally be considered at the GS-4 level, with a Bachelor's degree at the Grade 5 (GS-7 with superior academic achievement), with a Master's degree at the GS-9, and a PhD at the GS-11. See the information about [Pathways Internship Positions](#) on the OPM website for details.

You may qualify for a large number of administrative jobs with a degree in any academic major. To help you choose the right career field, the Office of Personnel Management has prepared a table that groups Federal jobs that are often filled by college graduates with appropriate academic majors. See Federal Jobs by College Major table for details.

Additional information about the Pathways programs can be found on the OPM Students and Recent Graduates including the Pathways FAQs.

## ***Eligibility***

- Recent graduates who have completed, within the previous two years, a qualifying associates, bachelors, masters, professional, doctorate, vocational or technical degree or certificate from a qualifying educational institution.
- Veterans unable to apply within two years of receiving their degree, due to military service obligation, have as much as six years after degree completion to apply.

## ***Program Administration***

- The Recent Graduates Program is administered primarily by each hiring agency.
- Each agency must sign a Participant Agreement with the Recent Graduate that sets forth the expectations for the program.

- Agencies provide OPM with information regarding their opportunities and post information publicly on USAJOBS about how to apply for specific positions.

### ***Training and Development***

- Orientation program for Recent Graduates hired for the program.
- Mentorship throughout the program.
- Individual Development Plan to create and track Recent Graduates' career planning, professional development, and training activities.
- At least 40 hours of formal, interactive training each year of the program.
- Positions offer opportunity for career advancement.

### ***After Program Completion***

- Recent Graduates may be converted to a permanent position (or, in some limited circumstances, a term appointment lasting 1-4 years).
- To be eligible for conversion, recent graduates must have:
  - Successfully completed at least 1-year of continuous service in addition to all requirements of the Program.
  - Demonstrated successful job performance.
  - Met the qualifications for the position to which the Recent Graduate will be converted.