



# Pathways Programs

U.S. ARMY CORPS OF ENGINEERS

BUILDING STRONG®

## Who We Are

The U.S. Army Corps of Engineers (USACE) is one of the world's premier public engineering, design and construction management agencies. We have a broad range of missions in support of the Department of Defense and the nation to include the design and construction of military facilities, engineering research and development, water and natural resource management, and support to other government agencies. USACE is comprised of a multidisciplinary workforce of engineers, architects, biologists, geologists, natural resource managers, and other professionals.



As a world-wide organization, we provide the opportunity to work in major cities, small communities and at offices throughout the world. USACE offers a stimulating environment where individuals are encouraged to develop their talents. To help employees progress in their careers, we utilize development plans tailored to the individual which outline training, work assignments, and other activities to develop skills, knowledge, and abilities for career advancement.

We offer employees at all career levels the potential to build their skill sets in ways you can't find anywhere else. Through the Pathways Programs detailed below, USACE offers streamlined developmental programs aimed at students and recent graduates. These programs present clear paths to internships for students from high school through post-graduate school and to careers for recent graduates and significant training and career development opportunities to those who are at the beginning of their Federal career.

If you want to join a great team and make a positive impact on the world, then USACE is the place for you!

## Recent Graduates Program

The Recent Graduates Program is designed to prepare employees who have recently graduated from qualifying educational institutions or programs for subsequent advancement in professional, administrative, and technological fields. Recent Graduate employees will receive an Individual Development Plan (IDP) designed to track career planning, professional development, and training activities. This IDP will be used to provide training through mentorship, on-the-job training and formal classroom instruction. Recent Graduates build the bench for future leaders.

- Positions are available in many fields, to include:
  - Engineering (Chemical, Civil, Mechanical, Electrical)
  - Architecture
  - Science (Biology, Ecology, Hydrology, Physical Science)
  - Contracting
  - Information Technology
- Candidates must meet Office of Personnel Management (OPM) qualification requirements for the position being filled.
- Recent Graduates may be noncompetitively converted to a permanent appointment upon completion of the program.

U.S. ARMY CORPS OF ENGINEERS-DIRECTORATE OF HUMAN RESOURCES

441 G STREET, NW, WASHINGTON, DC 20314

<http://www.usace.army.mil>

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- In some geographic regions, interns may be offered a recruitment bonus and/or an accelerated program as hiring incentives.

For more information: <http://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/#url=graduates>

## Internship Program

The Internship Program replaces the Student Career Experience Program and Student Temporary Employment Program. It is designed to provide students enrolled in a wide variety of educational institutions, from high school to graduate level, with opportunities to work in agencies and explore careers within USACE while still in school and while getting paid for the work performed. Interns may work part- or full-time, while gaining valuable work experience directly related to career goals or field of study. Students participating in the Internship Program may be noncompetitively converted to a career, career-conditional, or term appointment at the completion of their degree—diploma or certificate—if they have successfully completed at least 640 hours of work for the agency.

For more information: <http://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/#url=intern>

## Presidential Management Fellows Program (PMF)

The Presidential Management Fellows (PMF) Program is a flagship leadership development program at the entry-level for advanced degree candidates. The Program attracts and selects from among the best candidates and is designed to develop a cadre of leaders. The PMF Program is centrally administered by the PMF Program Office within OPM and finalists who obtain an appointment as a PMF serve in a two-year excepted service position. During the program, Fellows will receive senior-level mentorship; an IDP track career planning, professional development, and training activities; formal, interactive training; and other developmental opportunities within the occupation the PMF would most likely be placed. After successful completion of the program, PMFs, not on time-limited appointments, can be converted to a permanent position in the competitive service.

For more information: <http://www.opm.gov/policy-data-oversight/hiring-authorities/students-recent-graduates/#url=pmf>

For additional information about USACE employment or to find out more about the USACE mission, please visit <http://www.usace.army.mil/Careers.aspx>.

Corps of Engineers locations can be found at: <http://www.usace.army.mil/Locations.aspx> .

Additional information all the Pathways Program can be found at <https://www.usajobs.gov/StudentsAndGrads>

**USACE is an Equal Opportunity Employer**