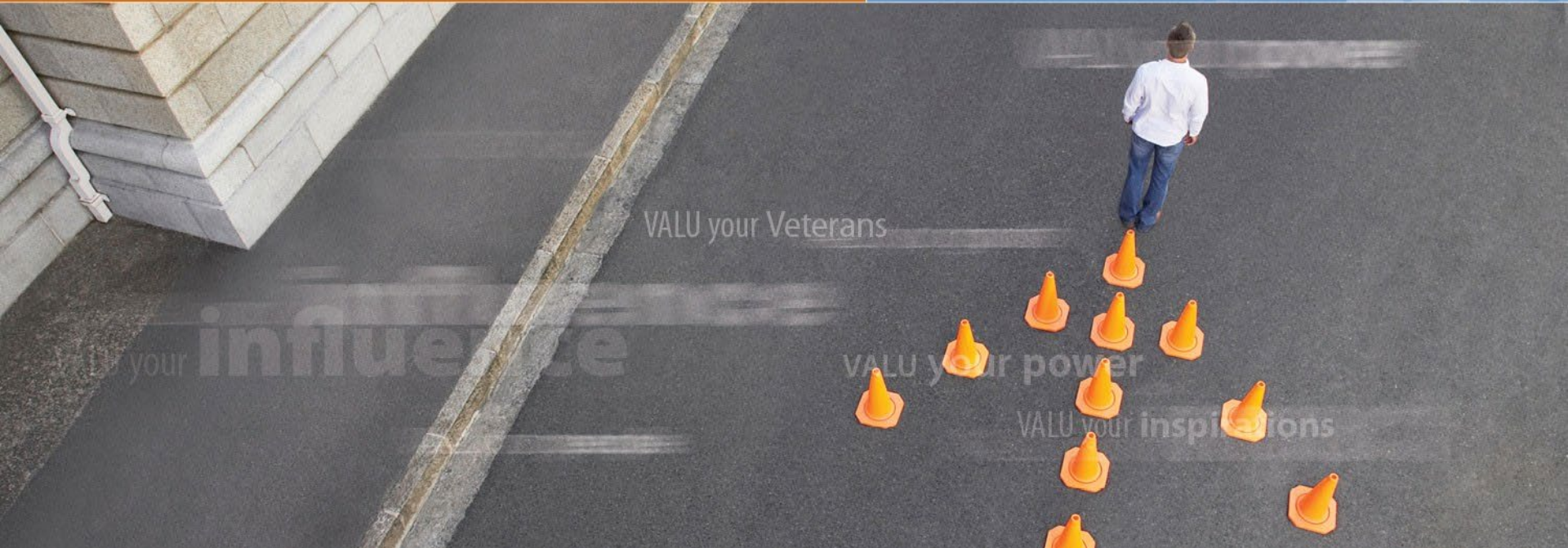


# VA Pathways Orientation for Recent Graduates - Module 2



U.S. Department of Veterans Affairs

# Module 2

## Pathways Recent Graduate 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 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



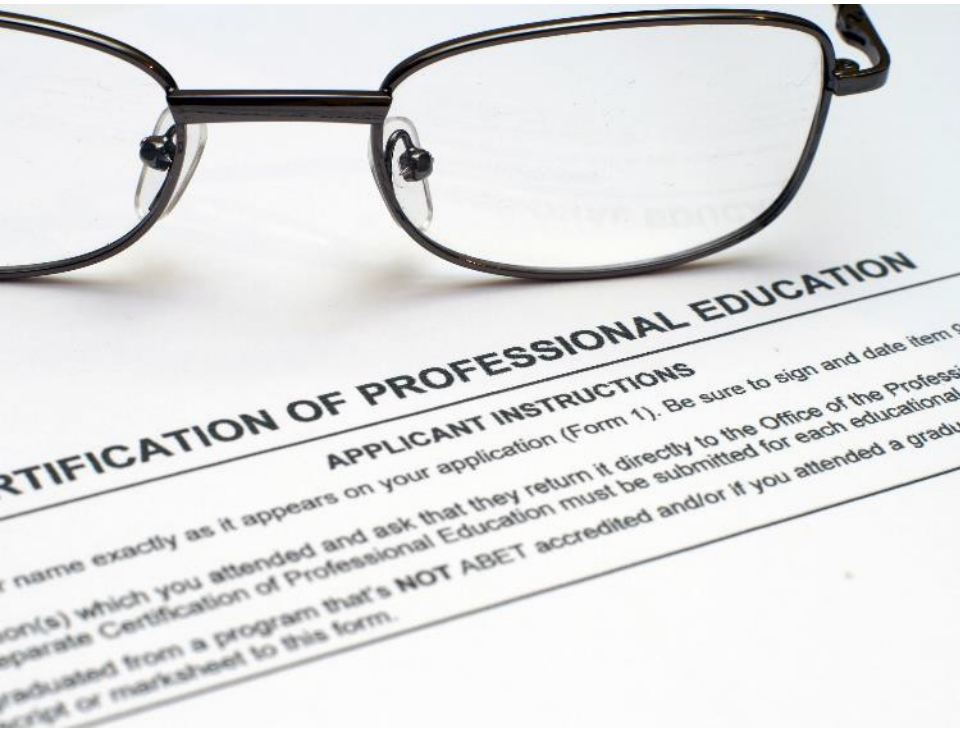
# Pathways Participant Agreement

- Contract between Participant and Supervisor
- Identifies requirements and expectations for program
- Complete requirements in CIS Platform



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# 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



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# 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

