



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

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Memorandum For Human Resources Directors

From: Veronica E. Hinton  
Associate Director  
Workforce Policy and Innovation

Subject: **New Pathways Intern and Recent Graduates Talent Programs**

The U.S. Office of Personnel Management (OPM) is proud to announce the Pathways Intern Talent Program and the Recent Graduates Talent Program. Talent Programs are a new feature on USAJOBS' [Agency Talent Portal](#) (ATP), which is a recruitment platform open to federal employees who work in recruitment. The Pathways Intern Talent Program connects Pathways Interns who meet program requirements for conversion to permanent or term employment in the civil service but are not able to be converted at their employing agency, with other federal agencies. The Recent Graduates Talent Program has the same purpose except it connects Recent Graduates with other federal agencies. These Talent Programs allow agencies to reach out to promising individuals eager to advance their federal careers.

Agencies' use of Talent Programs further the President's Management Agenda Workforce Priority Strategy 1 that calls for agencies to attract and hire quality candidates and reduce any systemic barriers by improving the hiring process for all applicants, hiring managers, and Human Resources (HR) Specialists efficiently and inclusively. They facilitate a way for agencies to effectively identify Pathways Interns or Recent Graduates to provide them with the option to be considered for conversion at other agencies. It also speeds time to hire for agencies that can fill vacancies non-competitively with Pathways Interns or Recent Graduates who have already completed Pathways Program requirements and been found qualified.

We encourage agencies to take advantage of this readily available pool of early career talent when filling vacancies. The Pathways Interns and Recent Graduates chose to opt-in to the respective Talent Programs because despite meeting program requirements, their employing agencies were unable to convert them.

## **Pathways Intern and Recent Graduate Talent Program Launch**

In March 2024, USAJOBS launched the Pathways Intern Talent Program, and OPM delivered general and agency-specific briefings and demonstrations to federal agencies to facilitate implementation. OPM recently launched the Recent Graduate Talent Program in July 2024 and will hold similar demonstrations for this new functionality. The goal for this “soft launch” was to give agencies sufficient time to identify agency points of contact and inform hiring managers and HR practitioners on the appropriate use.

Following the revised Pathways Program regulations roll out in April 2024, OPM is continuing to assist agencies with any questions on functionality and policy matters. We encourage agencies to consult with their designated USAJOBS Agency Talent Portal point of contact for agency-specific instructions before using Talent Programs. Any HR Specialist or hiring manager who would like access to the Talent Programs will require an Agency Talent Portal account, which they can obtain by emailing [recruiter-help@usajobs.gov](mailto:recruiter-help@usajobs.gov).

### **Contact Information**

If you have questions about the Talent Programs or are interested in learning more about how your agency can take advantage of this resource, please contact us at [Pathways@opm.gov](mailto:Pathways@opm.gov).

If you would like to learn more about the Talent Program functionality, please contact [recruiter-help@usajobs.gov](mailto:recruiter-help@usajobs.gov).

To learn more about the USAJOBS Agency Talent Portal, please visit the [Agency Talent Portal Help Center](#).

Attachment: Flyer What is a Talent Program?

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Pathways Programs Officers

# Pathways Intern and Recent Graduate Talent Programs

Talent programs are a new feature in the USAJOBS' Agency Talent Portal. Talent Programs are designed to streamline the federal hiring process by connecting job candidates eligible for non-competitive selection with federal agencies seeking to fill positions. The talent program initiative launched with the Pathways Internship Talent Program, followed by the Pathways Recent Graduates Talent Program. Additional Talent Programs may launch in the future.



## What are the Pathways Intern and Recent Graduate Talent Programs?

The Pathways Intern Talent Program contains Pathways Interns who meet Pathways Program requirements for conversion but cannot convert at their employing agency due to a budget or operational reason. These Pathways interns can non-competitively convert to a term or permanent position at another agency. The Recent Graduates Talent Program has the same purpose except it connects recent graduates who cannot convert to a term or permanent position at their employing agency with other federal agencies.

## How can my agency use Talent Programs?

All Agency Talent Portal users have access to view candidates in the Talent Programs. Go to the Agency Talent Portal, click Talent Search and then click Talent Programs. The Talent Programs page displays information about available candidates, such as their home agency, location, grade and resume. You can contact the candidate and the candidate's agency directly from the Talent Program to set up any hiring assessments.

## How can I get an Agency Talent Portal account?

To request an ATP account, email [Recruiter-Help@USAJOBS.gov](mailto:Recruiter-Help@USAJOBS.gov). You'll receive an email with an invitation link to set up your account and access the Agency Talent Portal.

## How can I help Pathways interns or recent graduates at my agency who cannot be converted?

If your agency has interns or recent graduates who have successfully completed all requirements of the Pathways Program, but cannot be converted, your Pathways Program Officer can send them an invitation to the Talent Program. This gives affected individuals the opportunity to be converted by other agencies. **For more information, email [pathways@opm.gov](mailto:pathways@opm.gov).**