



U.S. DEPARTMENT OF **ENERGY**

Graduating Students and New Engineers – Wants and Needs – Are Companies Even Listening?

*Desi Crouther, Director
Office of Human Capital*

February 28, 2012



EM *Environmental Management*

safety ♦ performance ♦ cleanup ♦ closure

www.em.doe.gov

Office of Environmental Management's Entry-Level Recruiting Focus

- EM Professional Development Corps
- Student Career Experience Program
- Student Temporary Employment Program
- DOE Scholars Program
- DOE Minority Education Institution Student Program
- Student Volunteer Program



Office of Environmental Management's Current Focus

- Student Intern Programs and Opportunities
- DOE Scholars Program
- DOE Minority Education Institution Student Program



944-D1665



EM *Environmental Management*

safety ♦ performance ♦ cleanup ♦ closure

www.em.doe.gov

Academic Disciplines Sought

EM Headquarters and Field Offices

Bachelor, Graduate, or Postdoctoral Degree
from an accredited college or university in:

Technical

- Chemical Engineering
- Civil/Structural Engineering
- Electrical Engineering
- Environmental Engineering
- Industrial Engineering
- Mechanical Engineering
- Nuclear Engineering
- Environmental Science
- Fire Protection
- Occupational Safety and Health
- Physical Science
- Information Technology
- Other disciplines

Non-Technical

- Business Administration/Management
- Finance
- Accounting
- Political Science
- Law
- Public Administration
- Human Resources)



EM *Environmental Management*

safety ♦ performance ♦ cleanup ♦ closure

www.em.doe.gov

Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

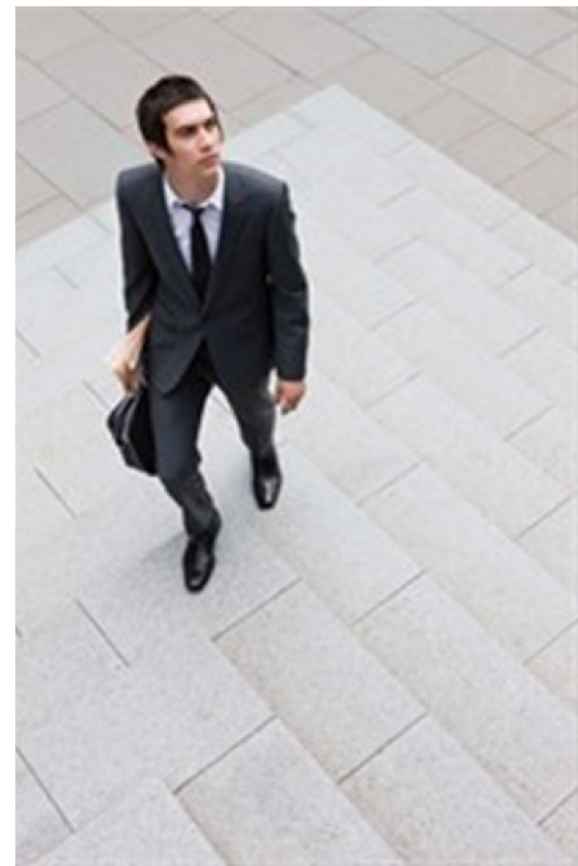
- President Obama signed Executive Order 13562 on December 27, 2010
- Order directed the Office of Personnel Management (OPM) to develop student and recent graduate Pathways Program
- Pathways Program will provide non-competitive conversion eligibility to participants and will be used in targeted ways to develop entry-level talent for Federal agencies



Executive Order 13562

“Recruiting and Hiring Students and Recent Graduates”

The principal purpose of Executive Order 13562 is to establish a comprehensive structure to help the Federal Government be more competitive in recruiting and hiring talented individuals who are in school or who have recently received a degree.



EM *Environmental Management*

safety ♦ performance ♦ cleanup ♦ closure

www.em.doe.gov

Next Steps of the Pathways Program

“Recruiting and Hiring Students and Recent Graduates”

- In August 2011, OPM issued a proposed regulation for the Pathways Program for the Federal agencies to review and provide comments
- OPM will review the necessary changes to the proposed regulations
- Publication of final implementing regulations expected by May 2012

New Pathways Program

Proposed

- Pathways Program consolidates student and recent graduate programs with clear program paths customized to recruit, train, and retain well-qualified applicants
- The Program includes:
 - ❖ Intern Program
 - ❖ Recent Graduates Program
 - ❖ Presidential Management Fellows Program



New Pathways Program

Intern Program

- The Intern Program will target students enrolled in a wide variety of different types of educational institutions, with paid opportunities to work in agencies and explore Federal careers while still in school
- The Program will replace the existing Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP)
- Program participants will be eligible for conversion to permanent or term appointments
- If no permanent position exists, the participant may be converted to a term appointment with expectation for conversion to a permanent appointment at a later date
- Participants need to complete 640 hours of work experience and can receive credit (up to 320 hours) from non-federal programs



New Pathways Program

Recent Graduate Program

- The Recent Graduate Program will target graduates with associate, bachelor, masters, professional, doctorate, vocational or technical degree within the last 2 years (within six years if serving in the military)
- The Program includes:
 - ❖ Participant hirings up to GS-9 and GS-11 levels for STEM applicants
 - ❖ Program participants can transfer between Federal agencies
 - ❖ Two-year program
 - ❖ Participants need to complete 640 hours of work experience and can receive credit (up to 320 hours) from non-federal programs
 - ❖ Participants must have mentors within 90 days and Individual Development Plans within 45 days
 - ❖ 40 hours of training requirements (online or classroom)



New Pathways Program

Presidential Management Fellows Program

- The Presidential Management Fellows Program is a leadership development program at the entry level for advanced degree candidates
- The Program is designed with a narrow focus - developing a cadre of potential government leaders. It provides some sustenance during the first years of employment and encourages development of leadership capabilities
- The Program will expand the eligibility window for applicants, making it more “student friendly” by aligning it with academic calendars and including those who have received a qualifying advanced degree within the preceding two years
- Participants will receive a mentor within 90 days (Senior-level manager or Senior Executive Service member) and rotational assignment (4-6 months in length)



New Pathways Program

Anticipated Changes from Previous Entry-Level Programs

- No accelerated promotions
- Mentoring requirement
- Exit interviews
- Management, monitoring, and tracking of interns
- DOE Corporate approach in the management of interns to ensure a cohort experience
- Consistency in the application process
- SCEP conversions to Intern Program
- Termination of STEP and SCEP authorities
- Public Notice for all Pathways positions



New Pathways Program

Steps Students Should Take

- The very first step in successfully becoming an Intern, Recent Graduate, PMF Program participant: Pay attention to the details of the various Programs and application processes
- Pursue experiential learning opportunities in desired or related industries to develop their professional, career management, and life skills; test their professional interests; and improve their resumes
- Increase/Maintain business and professional contacts and stay abreast of the job market
- “Build” their resume while in college - Include activities they've organized or volunteered for; competitions they've entered; and innovative efforts they've completed

