



OFFICE OF THE UNDER SECRETARY OF DEFENSE

4000 DEFENSE PENTAGON  
WASHINGTON, DC 20301-4000

JAN 05 2011

PERSONNEL AND  
READINESS

MEMORANDUM FOR: SEE DISTRIBUTION

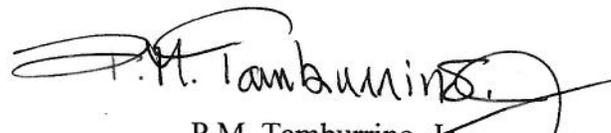
SUBJECT: Establishment Pathways Programs and Revocation of Federal Career Intern Program

On December 27, 2010, President Obama signed the Executive Order, "Recruiting and Hiring Students and Recent Graduates", establishing the Pathways Programs and revoking the Federal Career Intern Program (FCIP). The Pathways Programs are a collection of new and modified programs to include the Internship Program, the Recent Graduates Program, and the Presidential Management Fellows Program. The Office of Personnel Management (OPM) has issued implementing guidance on the establishment of these programs in the near future.

The attached Executive Order 13562 supersedes and revokes Executive Order 13162 (FCIP) effective March 1, 2011. Accordingly, no hiring actions can be effected using the FCIP appointing authority after February 28, 2011. If job offers have been made under the FCIP authority with entrance on duty dates after February 28, 2011, they should be reviewed to determine whether the entrance on duty date can be adjusted to an earlier date or whether another appointing authority can appropriately be used to appoint the individual. If not, the job offers must be rescinded. In addressing potential FCIP appointments, Components should be aware that on December 3, 2010, OPM issued guidance that as a result of two recent Merit Systems Protection Board cases (Dean v. OPM and Evans v. Department of Veterans Affairs), "... any further hiring actions completed under the FCIP are likely to receive increased scrutiny...."

On January 4, 2011, OPM Director John Berry issued a memorandum providing additional guidance regarding Executive Order 13562. The attached memorandum specifically identifies that in Section 7.c of the Executive Order there is a requirement to designate a Pathways Programs Officer by February 10, 2011. The Pathways Programs Officer for the Department will be designated by this office.

The Executive Order also requires that any individuals serving under Executive Order 13162 on March 1, 2011, shall be converted to the competitive service, effective on that date with no loss of pay or benefits. We will provide guidance on the conversions as soon as we receive additional information from OPM. If you have any questions, please contact Gwen Yandall at 703-696-1622 or [Gwen.Yandall@cpms.osd.mil](mailto:Gwen.Yandall@cpms.osd.mil).

  
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