



U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT  
WASHINGTON, DC 20410-3000

OFFICE OF THE CHIEF HUMAN CAPITAL OFFICER

June 4, 2013

To: Eddie Eitches, National President of AFGE 222  
From: Jackie Rodriguez, /s/ Employee & Labor Relations Specialist  
Subject: Pathways Program Policy

On December 27, 2010, President Obama signed Executive Order (E.O.) 13562 establishing the Internship Program, the Recent Graduates Program and reinvigorating the Presidential Management Fellows (PMF) Program. These two new programs, along with the PMF Program, form the Pathways Programs. The U.S. Office of Personnel Management (OPM) issued the final rule for the Pathways Programs on May 11, 2012 (77 FR 28194). The Pathways Program requirements are found in part 362 of title 5, Code of Federal Regulations (CFR). The appointing authorities for the Pathways Programs are found in 5 CFR 213.3402(a), (b), and (c).

Attached is HUD's draft Pathways Program policy for students and recent graduates, as authorized by E.O.13562, 5 CFR part 362 subpart A, and the Memorandum of Understanding (MOU) between HUD and OPM.

Please visit: [https://help.usajobs.gov/index.php/Pathways\\_FAQs](https://help.usajobs.gov/index.php/Pathways_FAQs) for frequently asked questions regarding the Pathways Program. Additionally, if you would like to meet with the Subject Matter Experts on this policy, please let me know by June 10, 2013, so I can schedule a meeting.

In accordance with Article 5 of the HUD/AFGE collective bargaining agreement, please submit impact and implementation proposals to me via email at [Jacqueline.Rodriguez@HUD.gov](mailto:Jacqueline.Rodriguez@HUD.gov). If you have any questions, contact me at 202-402-5773.

Attachment-Pathways For Students & Recent Graduates to Federal Careers, Handbook 725.1

CC: Carolyn Federoff, Union Representative  
Holly Salamido, Union Representative