

Group Coverage Qualification Standard for Schedule D, Pathways Internship Positions

This standard describes the qualification requirements for Schedule D, Internship appointments under the Pathways Programs authorized by Executive Order 13562 and applies to the white collar occupations listed below under the section, “Occupational Coverage.” For student trainee appointments in the **competitive service**, refer to the *Student Trainee Qualification Standard for Competitive Service Positions*.

Agencies may:

- 1) establish agency-specific qualification requirements,
- 2) use this OPM qualification standard, or
- 3) use the OPM qualification requirements for the competitive service.

REQUIREMENTS FOR INTERNSHIP APPOINTMENTS

Appointments may be at the highest grade level for which the Intern is qualified. Interns with no previous related education or experience may qualify as described below.

GRADE LEVEL	LEVEL OF EDUCATION
GS-1	Enrollment in a high school diploma or General Education Diploma (GED) program.
GS-2	Completion of high school or GED diploma.
GS-3	Completion of 1 full academic year of post-high school study.
GS-4	Completion of 2 full academic years of post-high school study or an associate's degree.
GS-5	Completion of 4 academic years of post-high school leading to a bachelor's degree or equivalent degree.
GS-7	Completion of 1 full academic year of graduate level education; or Eligibility under the Superior Academic Achievement Provision and completion of a bachelor's degree.
GS-9	Completion of 2 academic years of graduate level education, or a master's degree or equivalent graduate degree.
GS-11	For research positions, completion of all requirements for a master's or equivalent graduate degree. For non-research positions, completion of all requirements for a PhD or equivalent degree.

One full academic year of undergraduate; graduate; vocational; trades; technical or high school education is the number of credit hours determined by the college, university or school to represent 1 year of full-time study. The high school curriculum must be approved by a State or local governing body. All education beyond high school must be accredited by an accrediting body or organization recognized by the U.S. Department of Education.

Special Provisions for Interns with Previous Related Education or Experience. Previous education and/or experience may be evaluated to determine the highest grade level for which the individual is qualified.

ASSESSMENT REQUIREMENTS

Agencies are required to assess/evaluate the qualifications of applicants for positions covered under Schedule D.

Agencies may use selective factors to identify special requirements needed to perform the work of individual positions.

Agencies may waive OPM test requirements for both initial appointment and non-competitive conversion to the competitive service.

PROMOTION REQUIREMENTS

The advancement of Interns to higher-graded positions, prior to conversion, is strictly at the agency's discretion. To qualify for promotions, the Interns must have the same level and type of experience and/or education usually required for an initial appointment.

CONVERSION

Interns may be non-competitively converted to a term, career-conditional or career appointment within 120 days following successful completion of all of their educational and work experience requirements in accordance with 5 CFR 362.204.

OCCUPATIONAL COVERAGE

A list of the occupational series covered by this qualification standard is provided below.

0099	General Intern (covers occupations in the 0006 through 0095 series)
0199	Social Science, Psychology, and Welfare Intern
0299	Human Resources Intern
0399	General Administrative and Office Services Intern
0499	Natural Resources Management and Biological Sciences Intern
0599	Accounting and Budget Intern
0699	Medical, Hospital, Dental and Public Health Intern
0799	Veterinary Medical Science Intern
0899	Engineering and Architecture Intern
0999	Legal and Kindred Intern
1099	Information and Arts Intern
1199	Business and Industry Intern
1299	Copyright, Patent, and Trade-Mark Intern
1399	Physical Sciences Intern
1499	Library and Archives Intern
1599	Mathematics and Statistics Intern
1699	Equipment, Facilities, and Service Intern
1799	Education Intern
1899	Inspection, Investigation, Enforcement, and Compliance Intern
1999	Quality Assurance, Inspection, and Grading Intern
2099	Supply Intern
2199	Transportation Intern
2299	Information Technology Intern

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