



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
Washington, DC 20415

Employee Services

Thursday, May 2, 2019

**MEMORANDUM FOR: HUMAN RESOURCES DIRECTORS**

FROM: MARK D. REINHOLD, ASSOCIATE DIRECTOR, EMPLOYEE SERVICES

Subject: Annual Data Call for Pathways Programs for FY 2019

Under the President's Management Agenda (PMA), the Administration has established Cross Agency Priority (CAP) Goal 3: "Developing a Workforce for the 21<sup>st</sup> Century," to drive sustainable progress in this area. The goal is to align and strategically manage the workforce to efficiently achieve the Federal Government's mission. The U.S. Office of Personnel Management (OPM) is leading Government-wide efforts to acquire and retain top talent to achieve results.

In an effort to reduce burden in support of the PMA, we are only requesting data that is not readily available to OPM. Agencies participating in the Pathways Programs must adhere to the annual reporting requirements in accordance with 5 CFR 362.109. Data submitted is consolidated and used to improve these programs. OPM also analyzes aggregate data to help ensure agencies are building talent pipelines in mission critical occupations. Each agency, in coordination with its components/bureaus, must provide the following data:

1. Hiring projections for FY 2019 for each of the Pathways Programs. Agencies are not required to consolidate their bureaus/components' reports and can submit the data using the attached spreadsheet or in any other format.
2. Effective recruiting practices to attract top talent using the Pathways Programs. See attached spreadsheet.

Please forward your report(s) to [pathways@opm.gov](mailto:pathways@opm.gov) by **May 31, 2019**. We recommend that you engage your agency's Pathways Program Officer and Presidential Management Fellows (PMF) Program Coordinators to assist you with this request.

For additional information about this data call or requests for technical assistance on Pathways Programs, please contact Ms. Carmen Andujar, Manager, Recruitment Policy and Outreach, at [carmen.andujar@opm.gov](mailto:carmen.andujar@opm.gov) or [pathways@opm.gov](mailto:pathways@opm.gov).

Attachment: Pathways FY19 Template (please request the Excel template from [pathways@opm.gov](mailto:pathways@opm.gov))

cc: Chief Human Capital Officers (CHCOs), Deputy CHCOs, and Pathways Program Officers,  
and PMF Program Coordinators