



Fact Sheet - November 2012

Introduction

The Pathways Internship Program combines paid, study-related employment with periods of formal education study. Students are given the chance to apply their academic studies to their on-the-job experience and earn academic credit for their work experience based on their school's internship policy. The work experience with the Natural Resources Conservation Service (NRCS) MUST be related to the student's academic/career goals. This type of employment greatly benefits both employers and students. It gives employers an effective, low-cost recruitment and training method which will help meet staffing goals, and it introduces students to a professional work environment and will help them explore career options.

Opportunities

STUDENT TRAINEE positions under the Pathways Internship Program are available in a variety of job areas. A trainee position acquaints the student with field application of conservation practices learned in the classroom. The program provides for periods of study mixed with periods of study-related employment. Work is under the guidance of a trained NRCS employee in the specialty.

These positions can lead to careers requiring a college degree. Preferred areas of study are agronomy, engineering, forestry, natural resources, plant science, range management, soil science, and wildlife management. The specialized areas for which students are hired are the following:

Student Trainee

Ag Engineer - Occupational Series 899

Assists in engineering design of dams, road structure and terrace systems. Makes on-site inspections, computes quantities of most construction materials, and gathers basic planning data for these structures.

Student Trainee

Range Management - Occupational Series 499

Helps ranchers develop good grazing systems by developing a conservation plan, gives advice on the

best grasses to grow and ways to improve and protect rangeland.

Student Trainee

Soil Conservation - Occupational Series 499

Provides technical advice on installing conservation practices such as terraces, dams and planting of grass, trees or wildlife cover. Provides advice to landowners and government agencies in the development of the natural resources and conservation planning.

How the Program Works

Under a working agreement between the Natural Resources Conservation Service and an educational institution, the student must work a minimum of 640 study-related work hours in the Pathways Internship Program before completion of the education requirements for graduation. The student works full-time during the summer until he or she completes the degree program pursued at the time of employment.

Students are hired under an excepted service appointment (usually at the GS-3 or GS-4 level) subject to all the conditions of a career-conditional appointment. They are eligible for noncompetitive conversion to a competitive service appointment upon successful completion of the Internship training including completion of the educational requirements and the minimum work hours.

- Student Trainee Interns are paid based on completed education
 - GS-03 (\$11.95 per hour) - 1 year above high school (at least 30 semester hours) with courses related to the occupation
 - GS-04 (\$13.41 per hour) - 2 years above high school (at least 60 semester hours) with courses related to the occupation

Qualifications

A student must meet the following requirements to qualify for a NRCS Internship appointment:

1. Be at least 16 years old
2. Be a citizen of the United States
3. Be in good academic standing in a qualifying

educational institution

4. Be enrolled in a field of study that relates to occupations with the Natural Resources Conservation Service
5. Be enrolled at least half time in an accredited school.

Internship Opportunities

To be ready for Internship opportunities, we encourage applicants to visit the official Federal recruitment website <http://www.usajobs.gov> and create an account.

Applicants will be asked to provide some information covering their First and Last Name, contact information to include a telephone number, Email address, a User Name and password. It's just that easy to get you going.

With your new account you'll be able to:

- Build and store your resume
- Save and automate job searches
- Save and apply for jobs
- Search by agency, occupation, location, ect...
- Apply to federal agencies
- and more

When applicants apply to a NRCS Internship job opportunity announcement through USAJOBS, the system will redirect them to an automated application system where applicants will be required to set-up an additional account in order to access the assessment questionnaire that is specific to the job being considered.

NOTE: For your privacy and security, the Email account you provide should only be accessible by you. You will be required to set up a secure password for your USAJOBS account. To help you remember your password, you will be asked to supply some personal "hints" by selecting three different questions and answers. This will facilitate you in quickly resetting your "MY USAJOBS" account using this automated account resetting tool.

More Information

For more information regarding the Pathways Internship Program, visit the NRCS Texas website at www.tx.nrcs.usda.gov or call the Human Resources office in Temple at 254.742.9800.

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