

MyNRCSCareer Video for Supervisors and Mentors Closed Captioning Script

Text to Display	Time Code Info
[Narrator] Welcome to MyNRCSCareer!	Begin: 00:00:02:00
As a supervisor or mentor at NRCS, you likely got where you are today because of a lot of hard work,	Begin: 00:00:04:00
a combination of intentional planning and being open to new opportunities, and support from your supervisors and mentors.	Begin: 00:00:10:00
MyNRCSCareer helps facilitate that process, and today we'll look at some of the ways	Begin: 00:00:17:00
you can use the site to help make your role as a supervisor or mentor easier and even more impactful:	Begin: 00:00:22:00
You can help your employees develop the skills they need,	Begin: 00:00:28:00
and you can access tools to help when you're hiring new employees.	Begin: 00:00:31:00
From our external, national NRCS website, you can visit MyNRCSCareer from the "Careers" link at the top of the page.	Begin: 00:00:37:00
Now let's get started.	Begin: 00:00:44:00
As your employees plan their careers and you work with them to build their skills, they can explore career opportunities at NRCS.	Begin: 00:00:47:00
MyNRCSCareer provides information about different career groups across the agency,	Begin: 00:00:55:00
including Soil Conservation and Engineering, with more groups being added soon.	Begin: 00:01:00:00

Within a career group, employees can identify their occupation, such as Soil Conservation Technician,	Begin: 00:01:05:00
to see a visual map of the traditional career path for that occupation at NRCS.	Begin: 00:01:11:00
They may want to explore alternate paths to see opportunities in other technical and leadership tracks as well.	Begin: 00:01:17:00
If one of your employees is an entry-level Soil Conservation Technician for example,	Begin: 00:01:23:00
as they talk to you about career planning, they can identify positions they aspire to in the future,	Begin: 00:01:28:00
and their next step.	Begin: 00:01:34:00
The interactive map provides information about each position that can serve as a roadmap for those conversations.	Begin: 00:01:36:00
Here you will find information validated by subject matter experts in the occupation at NRCS,	Begin: 00:01:42:00
including a job description and sample job duties,	Begin: 00:01:47:00
the qualifications and competencies required,	Begin: 00:01:50:00
and sample work experiences and trainings.	Begin: 00:01:53:00
You can use this information to help your employees set specific goals to develop the skills they need in their current position.	Begin: 00:01:56:00
And you can look at experiences at the next level to identify opportunities for on-the-job development,	Begin: 00:02:03:00

so they can demonstrate when they are ready to perform successfully at that level.	Begin: 00:02:08:00
Using the tools on the site will not guarantee a promotion,	Begin: 00:02:13:00
but they can help employees build the experiences and resume to be a qualified candidate.	Begin: 00:02:16:00
You may find the information on the site helpful as you continue to manage your own career and leadership progression as well.	Begin: 00:02:21:00
For a more in-depth look at this information, downloadable PDF Career Guides are also provided on the site.	Begin: 00:02:28:00
The Career Guides include additional information about	Begin: 00:02:35:00
the technical, occupational, and leadership competencies and the proficiency levels required;	Begin: 00:02:38:00
additional experiences and trainings aligned to the competencies;	Begin: 00:02:43:00
and additional information such as recommended professional associations.	Begin: 00:02:47:00
There are also resources on the site to help applicants join NRCS.	Begin: 00:02:52:00
So if you're attending recruiting events, talking to someone interested in working at NRCS,	Begin: 00:02:56:00
or encouraging an employee to apply to a position, it's easy to direct them to one location to learn more.	Begin: 00:03:01:00
They can visit the Applicant Resource Center for tips on navigating the hiring process and preparing to apply.	Begin: 00:03:07:00

And with the search function,	Begin: 00:03:13:00
they can quickly and easily view all the current, competitive NRCS job openings, and then apply online.	End: 00:03:21:00 Begin: 00:03:15:00
Applicants can also learn about life at NRCS, with the NRCS welcome video, a virtual tour of our National Headquarters Office,	Begin: 00:03:23:00
and our Day-in-the-Life videos, which provide a close-up look at what it's like working in several occupations at NRCS.	Begin: 00:03:31:00
And when they start with us, they can access the Onboarding Portal for New Employees here to help them get started.	End: 00:03:43:00 Begin: 00:03:37:00
If you're talking to students or potential interns who are interested in working at NRCS,	Begin: 00:03:45:00
you can direct them to MyNRCSCareer as well.	Begin: 00:03:49:00
Students and recent graduates are a critical part of the NRCS workforce, and there are targeted resources on the site for them	Begin: 00:03:52:00
so they can learn about the programs and opportunities available to join NRCS as an intern or fellow.	Begin: 00:03:59:00
They can even see what other interns have to say about working at NRCS.	End: 00:04:08:00 Begin: 00:04:05:00
As you strive to continually develop as a supervisor and leader,	Begin: 00:04:10:00
MyNRCSCareer can make it easier to build your team's skills and support the growth of your employees –	Begin: 00:04:14:00
which in turn, can help them be productive and engaged in their work,	Begin: 00:04:18:00

and committed to a successful, long-term career of Helping People Help the Land.	Begin: 00:04:23:00
Visit MyNRCSCareer and share it with your employees today to get started!	End: 00:04:33:00 Begin: 00:04:28:00