



United States Department of Agriculture

YOUR CAREER STARTS HERE

ALASKA NATURAL RESOURCES CONSERVATION SERVICE

DO YOU?

- ✓ Love the outdoors?
- ✓ Have a passion for conserving and protecting natural resources?
- ✓ Like working with farmers and ranchers?
- ✓ Are you planning to go to college and pursue a degree related to natural resources?



AS A PATHWAYS INTERN

with NRCS, you will gain valuable experience working with a federal agency to help private landowners perform voluntary conservation projects on working farms, ranches and forests across the great state of Alaska. Not only will you receive pay for your work, but you may be able to earn course credit toward your college degree. Following completion, you may be converted to a permanent job with NRCS!



WHEN TO APPLY

Internships are available to graduating high school seniors and current college students. Applicants are advised to complete a profile on USDAJobs to take advantage of the program and its many career-building benefits.

If you're already in college, we recommend you apply for the program before starting your junior year. Most students require at least two full summers to meet the minimum required hours for the internship.

THEN CONSIDER JOINING
THE NATURAL RESOURCES
CONSERVATION SERVICE AS
A PATHWAYS INTERN.

visit www.ak.nrcs.usda.gov



CAREERS FOR NRCS PATHWAYS INTERNS

Soil Conservationist
Range Conservationist
Soil Scientist
Wetlands Engineer

BENEFITS OF A PATHWAYS INTERNSHIP

Gain valuable on-the-job
experience
Help people help the land
Receive a paid salary
Get exposure to working
with the federal government
Explore potential career
paths
Potential to convert to a full-
time career with NRCS



HOW TO APPLY

Apply online at www.usajobs.gov. All Pathways Internship vacancies are announced on USAJobs. You will need to sign up for an account and search for available internships.



ABOUT THE PATHWAYS INTERNSHIP PROGRAM

The Pathways Internship Program provides high school and college students an opportunity to work in agencies and explore federal careers while still in school and while getting paid for their work. Students who successfully complete the program may be eligible for conversion to a permanent job in the civil service. The following are some key provisions of the Internship Program:

ELIGIBILITY

- Current students in an accredited high school, college (including 4-year colleges/universities, community colleges, and junior colleges); professional, technical, vocational, and trade school; advanced degree programs; or other qualifying educational institution pursuing a qualifying degree or certificate.

PROGRAM ADMINISTRATION

- NRCS hires Pathways interns on a temporary basis for up to one year for an initial period, or for an indefinite period, to complete the educational requirement.
- Interns may work either part- or full-time.
- NRCS signs a Participant Agreement with the applicant that establishes expectations for the internship.
- Jobs will be related to the applicant's academic career goals or field of study.
- NRCS internship opportunities are posted publicly on www.usajobs.gov and students may apply for open internships on this site.

PROGRAM COMPLETION AND CONVERSION

Interns may be converted to a permanent position (or, in some limited circumstances, to a term position lasting 1-4 years) within 120 days of successful completion of the program.

To be eligible for conversion, interns must:

- Complete at least 640 hours of work experience acquired through the Internship Program
- Complete their degree or certificate requirements
- Meet the qualification standards for the position to which the intern will be converted
- Meet agency-specific requirements as specified in the Participant's Agreement, and
- Perform their job successfully.

NRCS may waive up to 320 of the required 640 hours of work for interns who demonstrate high potential as shown by outstanding academic achievement and exceptional job performance. In addition, students working with NRCS through third-party intern providers may count up to 320 of the hours they work toward the 640 hour requirement. Time spent under previous Internship Program appointments may count towards required work experience hours.

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