

The Pathways Program

Student Internship Opportunities with the Natural Resources Conservation Service in Indiana



The Pathways Program offers a clear path of opportunity with the U.S. Department of Agriculture, Natural Resources Conservation Service (NRCS) in meeting our mission of *Helping People Help the Land*. Students from high school through post-graduate school can apply to participate in the available programs.

The Internship Program

The Pathways Internship Program is targeted at current students. If you're a student in high school, college, trade school or other qualifying educational institution, you may be eligible. This program offers paid opportunities to work at an NRCS office and explore a federal career in natural resources, while completing your education. Students enrolled in college as a Freshman or Sophomore are ideal candidates for the program; allowing 2–3 years in school to complete 640 hours worked, which is part of the internship requirement.

Interns have the flexibility of working either part- or full-time. Intern jobs will be related to your academic career goals and your field of study. Students who successfully complete the program may be eligible for conversion to a permanent job with the NRCS.

When and How to Apply

NRCS-Indiana hires Pathways Interns typically in fall/early winter, before the summer a student would start work. To get job announcements sent directly to you, set up a profile on www.USAJobs.gov and select your preferences for job notifications through the Saved Searches option, typing the keyword "Pathways." Review the factsheet *Applying for a Federal Job*, for more details.

Pathways Internship positions are announced and open to apply for only five business days. Having your profile set up and ready, while also receiving job notifications through email, is crucial in finding Pathways announcements when they open and applying in a timely manner.

USDA is an equal opportunity provider, employer, and lender.

Students Benefits

The Pathways Internship Program has many benefits for students, including:

- 1) Real-world experience working in multiple NRCS offices and counties.
- 2) Experiences working in the field with customers on unique landscapes.
- 3) Diverse experience to add to your resume.
- 4) Learning from NRCS mentors.
- 5) Relationship and network building.
- 6) Hands-on natural resources skill building.
- 7) A truly unique, fun experience.
- 8) The potential for a full-time job after completion.
- 9) MUCH MORE!

Completion and Conversion

Interns may be converted to a permanent NRCS position within 120 days of successfully completing the program. To be eligible for conversion, interns must:

- 1) complete at least 640 hours of work experience acquired through the Internship Program
- 2) Complete their degree or certificate requirements.
- 3) Meet qualification standards for the position to which the intern will be converted.
- 4) Meet agency-specific requirements as specified in your unique NRCS Participant's Agreement.
- 5) Perform the job successfully.

More Information

Other Pathways Program opportunities are available, including the Recent Graduates Program and the Presidential Management Fellows Program. For more information about those programs, and the Pathways Internship Program, scan the QR code to the right.

The Pathways Internship Program with the NRCS

NRCS-Indiana hires Pathways Internship positions for careers in the natural resources field. Examples of typical positions NRCS hires for are:

Soil Conservationists

Soil Conservation Technicians

Biologists

**Engineers/
Engineering Technicians**

Soil Scientists



Indiana
Natural Resources Conservation Service


nrcs.usda.gov/indiana