

Natural Resource Career Development Program (NRCDP)

NRCS Third-Party
Internship Program



ABOUT

The NRCDP is designed to put aspiring students on a career path towards permanent employment with NRCS. The program includes educational and developmental components organized by the partner institution and the National Program Managers. Focused outreach centers primarily on students pursuing a degree that aligns with NRCS occupations and is intended to create a pipeline of student talent for the NRCS permanent workforce.

The NRCDP is built into cooperative agreements with universities and national organizations.

Students receive guidance in the areas of NRCS career fields, course requirements to meet NRCS key job series; the Pathways Program; resume building and navigating USA Jobs when applying for Pathways internships and/or entry-level positions.

The program offers these students a paid third-party summer internship with NRCS to gain practical work experience, receive exposure to career opportunities within USDA, and ongoing professional coaching and development.

Previous NRCDP Interns



ELIGIBILITY

- *Students pursuing a degree in Engineering, Agriculture, Natural Resources, or any other related major.*
- *General competencies that prepare them to enter the agriculture, natural resources, and engineering disciplines.*
- *Have a general comprehension of environmental cause and effect relationships.*
- *Understand the value of working independently and as a member of a team.*
- *Demonstrate the ability to communicate effectively in written and oral presentations; and*
- *Meet the minimum GPA Requirement: 2.5 on 4.0 scale.*





PROGRAM STRUCTURE

The university or organization manages all financial aspects of the intern program. NRCS is not responsible for the students' payroll. However, the host NRCS Office does need to work with the intern to complete the full onboarding process, which includes security clearance, fingerprinting, computer access, etc.

1. NRCS Program Manager will disseminate a data call to all States and Above States to gather requests for an intern. This typically will occur in January.

2 The NRCS Program Manager will work with the university or organization to collect student interests, review resumes, and organize interviews for final selection.

3. The NRCS Program Manager will notify the States and Above States of student selections and placements.

4. The university or organization will notify the student of selection and begin their paperwork for payroll.

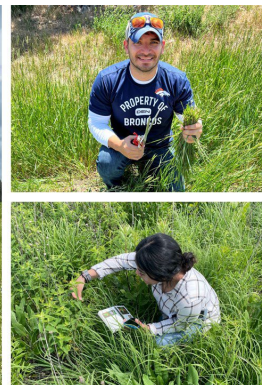
5. The supervisors will need to coordinate directly with the intern for the onboarding process. Interns are entered into Empower as **Affiliates**. Supervisors can obtain the agreement number from the NRCS Program Manager.

Internship Sessions:

8-week summer internship program.

Target start date is early June, with an end date of late July/early August.

Student Application Process: *Students submit their application through their university or organization that holds the agreement for NRCDP.*



National Program Manager

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Refer to the NRCS Management and Strategy Deputy Area SharePoint site for more detailed information.

