



United States Department of Agriculture



# LGBTQ+ Recruitment Initiative NRCS & UA Student Internships FY 2022

FARM PRODUCTION AND CONSERVATION  
FSA | NRCS | RMA | Business Center

# Introductions

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THE UNIVERSITY  
OF ARIZONA



# USDA Organization Chart

**Secretary  
Deputy Secretary**

Assistant to the  
Secretary for Rural  
Development

- Rural Housing Service
- Rural Utilities Service
- Rural Business Cooperative Service

Assistant  
Secretary for  
Civil Rights

Assistant Secretary for  
Congressional Relations

Assistant Secretary  
for Administration

Office of  
the Inspector  
General

Office of the  
General  
Counsel

Office of the  
Chief Financial  
Officer

Office of the  
Chief Economist

Office of  
Budget and  
Program Analysis

Office of  
Communications

Office of  
Partnerships and  
Public Engagement

Office of  
Tribal Relations

Office of  
Hearings and  
Appeals

Office of the  
Chief Information  
Officer

Under Secretary  
for Food Safety

Under Secretary for Marketing  
and Regulatory Programs

Under Secretary for Natural  
Resources and Environment

Under Secretary for  
Food, Nutrition, and  
Consumer Services

**Under Secretary for Farm  
Production and Conservation**

Under Secretary for  
Trade and Foreign  
Agricultural Affairs

Under Secretary for Research,  
Education, and Economics

- Food Safety and Inspection Service

- Agricultural Marketing Service
- Animal and Plant Health Inspection Service

- Forest Service

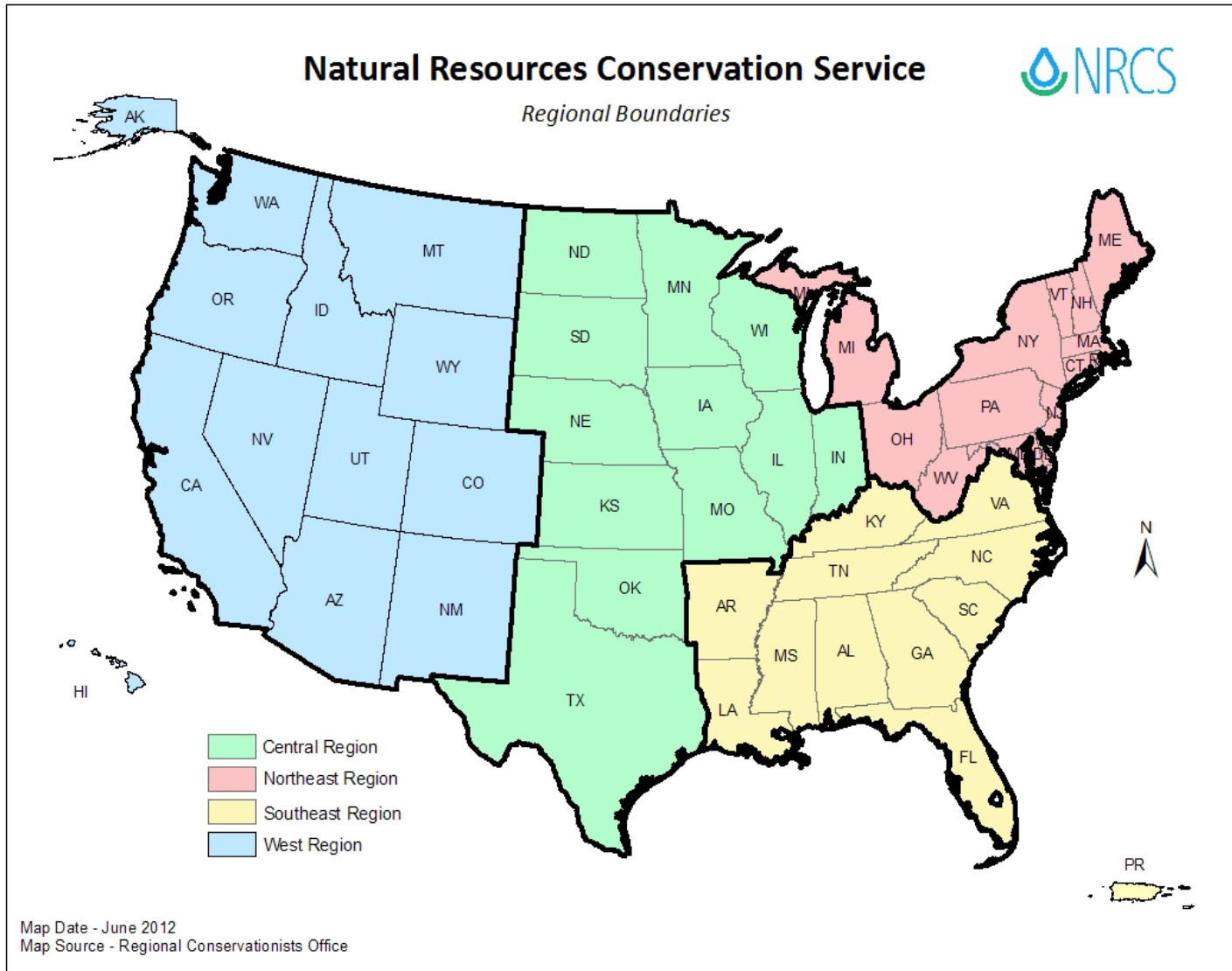
- Food and Nutrition Service

- Farm Service Agency
- Risk Management Agency
- Natural Resources Conservation Service
- FPAC Business Center

- Foreign Agricultural Service
- Codex Alimentarius Commission

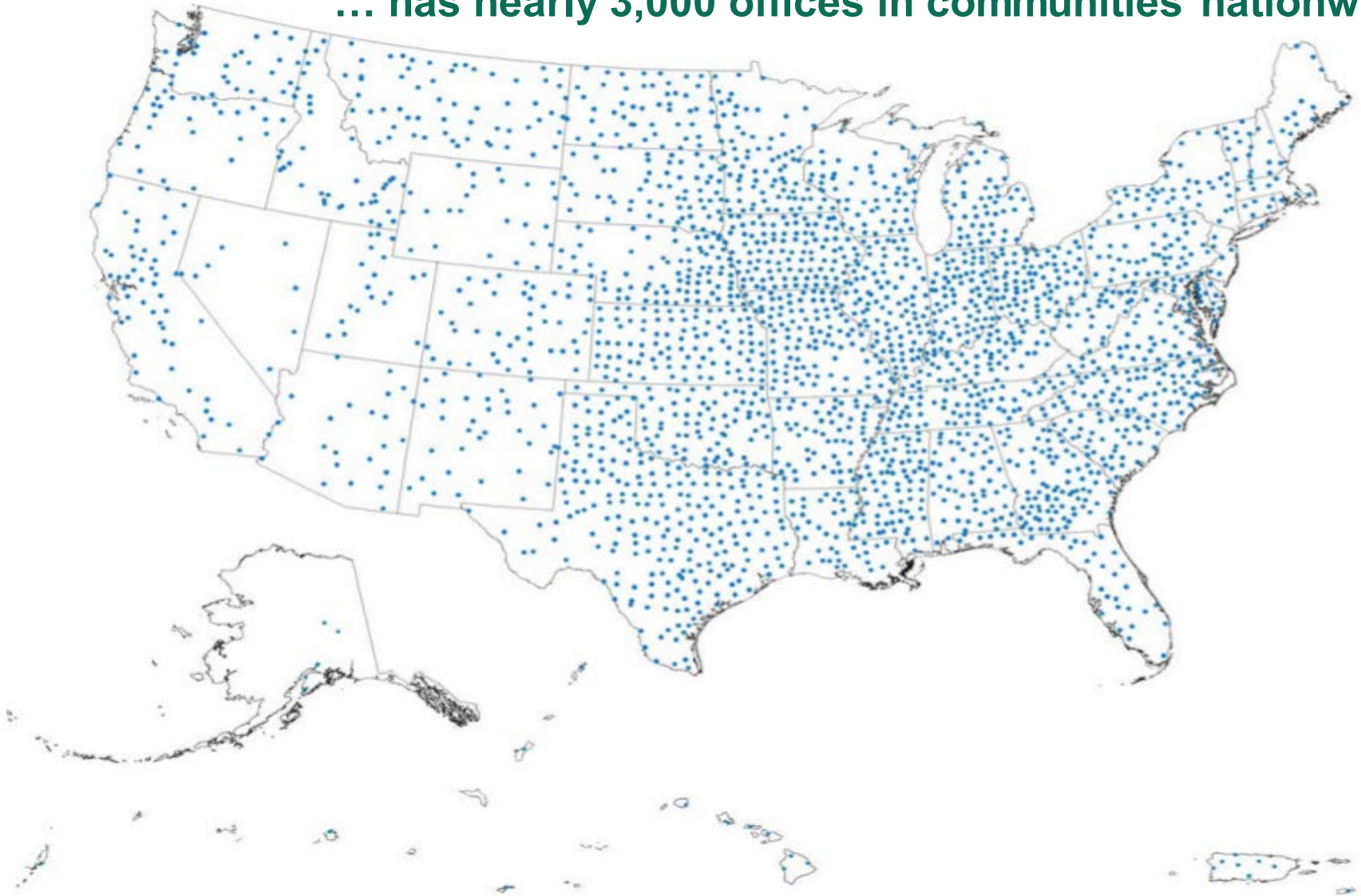
- National Institute of Food and Agriculture
- Economic Research Service
- National Agricultural Statistics Service
- Agricultural Research Service

**NRCS is divided into 4 Regions, and ...**





**... has nearly 3,000 offices in communities nationwide.**



# Background

## USDA's Natural Resources Conservation Service (NRCS)

- NRCS directly serves America's farmers, ranchers, and forest managers by providing them with financial and technical assistance, or advice, for their land. Our goal is to give our customers free, personalized advice and information, based on the latest science and research, to help them make informed conservation decisions.

## Cooperative Agreement between NRCS & UA

- Paid Internship, plus travel, housing and stipend.
- This is the FIRST NRCS cooperative agreement that targets students that identify as lesbian, gay, bisexual, transgender, queer and/or questioning (LGBTQ+).
- Intended to recruit 3 Student Interns (Summer 2022).
- Create a pathway from internship to full-time employment.
- Assists NRCS in reaching goals for workforce diversity.



# Program Targets

- ✓ Students that identify as LGBTQ+ and are pursuing a degree in Agriculture, Ag/Civil/Environmental Engineering, Natural Resources, or any other related major.
- ✓ Understand the value and importance of working independently and on a team.
- ✓ Can demonstrate ability to communicate effectively.
- ✓ Meet the minimum GPA requirement of 2.5 on a 4.0 scale.
- ✓ Passionate about working with farmers, ranchers, and landowners in conservation.



- SOIL CONSERVATIONIST (*MAJORS: AG, NATURAL RESOURCES, RELATED SCIENCES*)
- SOIL SCIENTIST (*MAJORS: SOIL SCIENCE; ECOLOGY-GEOLOGY W/KEY COURSE WORK*)
- RANGE MANAGEMENT SPECIALIST (*MAJOR: RANGE SCIENCE/RANGE ECOLOGY*)
- AGRONOMIST (*MAJOR: AGRONOMY*)
- AG, CIVIL AND ENVIRONMENTAL ENGINEERS (*MAJORS-SAME AS OCCUPATION*)
- CONTRACTING SPECIALIST (*MAJORS: MOST BUSINESS AND/OR DIRECT WORK EXPERIENCE*)
- BUDGET ANALYST (*MAJORS: MOST BUSINESS AND/OR DIRECT WORK EXPERIENCE*)
- FINANCIAL MANAGEMENT SPECIALIST (*MAJORS: FINANCE, MOST BUSINESS AND/OR DIRECT WORK EXPERIENCE*)
- *PLUS OTHER OCCUPATIONS....*



# What to Expect

- Assist NRCS field office staff in providing conservation planning and technical assistance to farmers, ranchers, other types of landowners, and local government officials.
- Learn about natural resource management strategies.
- Interact with specialists such as conservation planners, agronomists, engineers, managers, and other NRCS State/County staff.
- Learn how to incorporate the various federal cost-share programs that provide financial assistance to help local producers implement conservation practices.
- Engagement in a combination of office and field work activities.

“We got assistance from the NRCS to put in the high tunnel, and it’s completely changed the way we farm tomatoes... It’s doubled production for us. We’re also able to grow things during the winter.”

Stacey Givens, Oregon producer



“Sustainable forestry practices recommended by NRCS are benefiting our personal lives as well as wildlife.”

Natalie Love, Pennsylvania producer



# How it Works

## Timeline

- **Now through January 28, 2022:** Application is Open!
- **January 19 (5:30pm):** On-campus Workshop (Saguaro 108) to conduct resume building, USAJobs.gov account set-up, and mock interviews.
- **February 2022:** Interviews and Selections are made.
- **March 2022:** Student placement locations are identified.
- **April/May 2022:** Complete onboarding process, required training (Aglearn), and obtain LincPass.
- **May/June 2022:** Summer Internship Begins (8-10 weeks)
- Late **July/Early August 2022:** Internship ends, back to school!
- **Fall 2022:** Close out session.



# Get Your Application Ready!

## Application Link

**Now** through January 28, 2022: Application is Open!

- [https://uarizona.co1.qualtrics.com/jfe/form/SV\\_Mks7vff2Y8DVI](https://uarizona.co1.qualtrics.com/jfe/form/SV_Mks7vff2Y8DVI)

## Documents

1. A resume
2. Unofficial transcripts
3. A short essay (1 page max. double spaced) answering this question: How does this opportunity fit your goals, and why you should be selected?



# Preliminary Questions

## How will I get paid?

- UA will pay for the student's salary and provides a stipend to help defray some of the housing and travel costs, which also includes travel expenses during the internship. UA will pay the salary and stipends directly to the intern.

## Where will I stay during the internship?

- NRCS assists student intern(s) with guidance on possible housing options, guidance on travel arrangements, and other local logistics. University POC also assists the student.

## What if I need a car while I'm there?

- Students are encouraged to travel to their worksite in their own vehicle.
- For official business during work hours, and upon completion of the on-boarding process, interns will be authorized to ride and operate a government vehicle per NRCS Chief Decision Memo, dated 6/21/2018.



# Resources and Points of Contact

## Resource List:

- NRCS Careers Website:  
<https://www.nrcs.usda.gov/wps/portal/nrcs/main/national/careers/>
- Pathways Program Website:  
<https://www.usda.gov/our-agency/careers/usda-pathways-programs>
- How to build a Resume on USAJobs.gov:  
<https://www.usajobs.gov/help/how-to/account/documents/resume/build/>

## YouTube Videos:

- NRCS Video Library:  
<https://www.youtube.com/channel/UCDZND69Db-WE0d1ITEiuSjQ>
- USAJobs.gov Video Library:  
<https://www.youtube.com/user/usajobsapp>

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