



U.S. DEPARTMENT OF
ENERGY

Graduating Students and New Engineers – Their Wants and Needs

*Desi Crouther, Director
Office of Human Capital*

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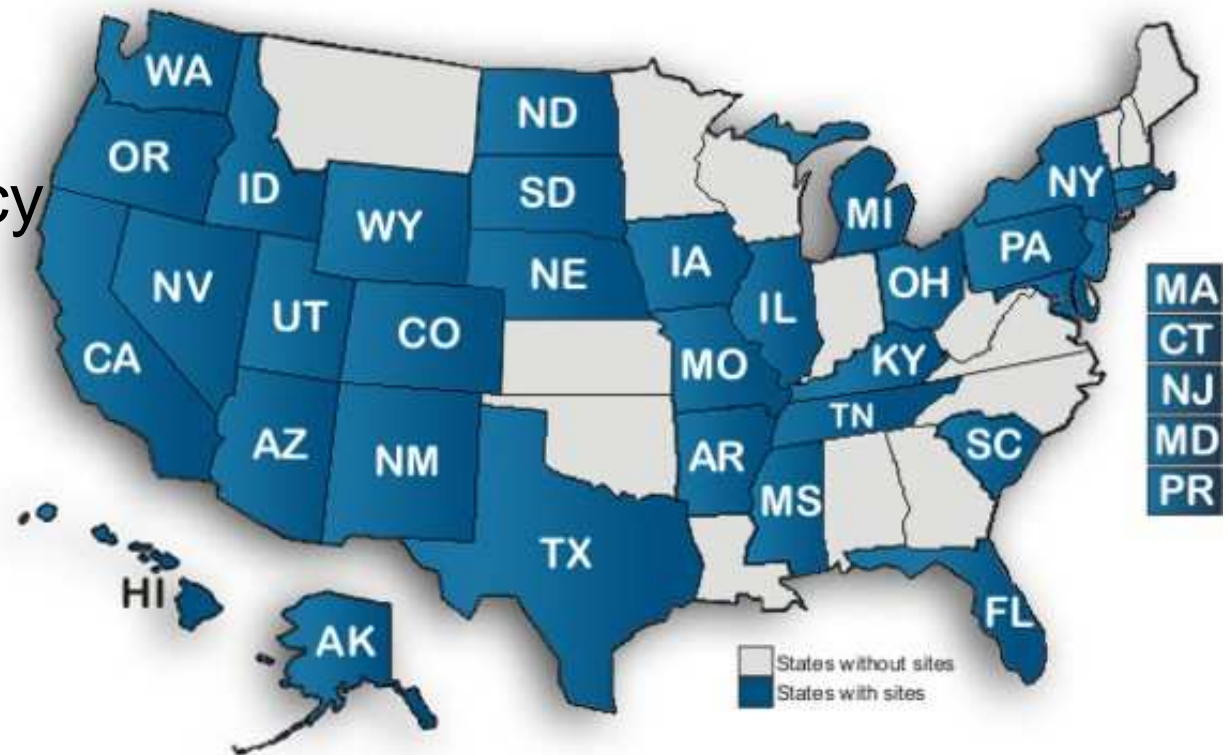
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DOE-Environmental Management Mission

The mission EM is to complete the safe cleanup of the environmental legacy brought about from five decades of nuclear weapons development and government-sponsored nuclear energy research.



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DOE-EM Workforce Challenges

- Aging workforce
- Continued growth in mission-related work
- Filling gaps in different technical and functional disciplines
- Recruiting and retaining expertise at certain locations



<http://energy.gov/em/office-environmental-management>



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Academic Disciplines Sought

EM Headquarters and Field Offices

Bachelor, Graduate, or Postdoctoral Degree
from an accredited college or university in:

Technical

- Chemical Engineering
- Civil/Structural Engineering
- Electrical Engineering
- Environmental Engineering
- Industrial Engineering
- Mechanical Engineering
- Nuclear Engineering
- Environmental Science
- Fire Protection
- Occupational Safety and Health
- Physical Science
- Information Technology
- Other disciplines

Non-Technical

- Business Administration/Management
- Finance
- Accounting
- Political Science
- Law
- Public Administration
- Human Resources)



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Office of Environmental Management's Student Recruiting Focus

- DOE Minority Education Institution Student Program
- DOE Scholars Program
- DOE Pathways Program (New)
- Other Student Intern Programs and Opportunities

**Interns
Wanted**



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DOE Minority Educational Institution Student Partnership Program

- Provides undergraduate and graduate students summer internship positions with DOE and its national laboratories
- Positions involve scientific research or a focus on policy, business, and government relations
- All internships include paid lodging, round trip airfare, and monetary compensation
- Students work side-by-side with leading scientists, engineers, and other top professionals



<http://minorityinternships.energy.gov/>



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DOE Scholars Program

- Targets undergraduate, graduate or post-graduate of an accredited institute of higher education
- Introduces students or post-graduates to DOE's mission and operations
- Participants gain a competitive edge as they apply their education, talent and skills in a variety of scientific research settings within DOE
- Provides participants stipends, travel reimbursement, training and development, hands-on experience, research and technological opportunities



<http://orise.orau.gov/doescholars/>



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Executive Order 13562

Recruiting and Hiring Students and Recent Graduates

The principal purpose of Executive Order 13562 is to establish a comprehensive structure to help the Federal Government be more competitive in recruiting and hiring talented individuals who are in school or who have recently received a degree.



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Pathways Program

Recruiting and Hiring Students and Recent Graduates

- Pathways Program consolidates student and recent graduate programs with clear program paths customized to recruit, train, and retain well-qualified applicants
- The Program includes:
 - ❖ Intern Program
 - ❖ Recent Graduates Program
 - ❖ Presidential Management Fellows Program



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Pathways Program

Intern Program

- Targets students enrolled in a wide variety of different types of educational institutions with paid opportunities
- Replaced the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP)
- Program participants eligible for conversion to permanent or term appointments
- Participants need to complete 640 hours of work experience and can receive credit (up to 320 hours) from non-federal programs



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Pathways Program

Recent Graduate Program

- The Recent Graduate Program targets graduates with associate, bachelor, masters, professional, doctorate, vocational or technical degree within the last 2 years (within 6 years if serving in the military)
- The Program includes:
 - ❖ Participant hirings up to GS-9 and GS-11 levels for STEM applicants
 - ❖ Program participants can transfer between Federal agencies
 - ❖ Two-year program
 - ❖ Participants need to complete 640 hours of work experience and can receive credit (up to 320 hours) from non-federal programs
 - ❖ Participants must have mentors within 90 days and Individual Development Plans within 45 days
 - ❖ 40 hours of training requirements (online or classroom)



Pathways Program

Presidential Management Fellows Program

- The Presidential Management Fellows Program is a leadership development program at the entry level for advanced degree candidates
- The Program is designed with a narrow focus - developing a cadre of potential government leaders. It provides some sustenance during the first years of employment and encourages development of leadership capabilities
- The Program expanded the eligibility window for applicants, making it more “student friendly” by aligning it with academic calendars and including those who have received a qualifying advanced degree within the preceding two years
- Participants will receive a mentor within 90 days (Senior-level manager or Senior Executive Service member) and rotational assignment (4-6 months in length)



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Pathways Program

Key Changes from Previous Entry-Level Programs

- Mentoring requirement
- Exit interviews
- Management, monitoring, and tracking of interns
- DOE Corporate approach in the management of interns to ensure a cohort experience
- Consistency in the application process
- SCEP conversions to Intern Program
- Termination of STEP and SCEP authorities
- Public Notice for all Pathways positions
- No accelerated promotions



Other Student Intern Programs and Opportunities

- DOE-FIU Science and Engineering Workforce Development Program
- DOE-HBCU Partnerships
- DOE 2013 Summer Internship Program



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Student Intern Opportunities

Who's Hiring Students/Interns?

- Department of the Air Force
- Department Of Agriculture
- Department Of Commerce
- Department Of Energy
- Department Of Health And Human Services
- Department Of Justice
- Department Of The Interior
- Department Of Veterans Affairs
- Federal Deposit Insurance Corporation
- National Aeronautics and Space Administration



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Pathways and Intern Programs

Steps Students Should Take

- The very first step in successfully becoming an Intern, Recent Graduate, PMF Program participant: Pay attention to the details of the various Programs and application processes (i.e., USAJOBS)
- Pursue experiential learning opportunities in desired or related industries to develop your professional, career management, and life skills; test your professional interests; and improve/enhance your resume
- Increase/Maintain business and professional contacts and stay abreast of the job market
- “Build” your resume while in college - Include activities you've organized or volunteered for; competitions you've entered; and innovative efforts you've completed



Pathways and Intern Programs

Steps Federal Agencies Should Take

- Continue to invest in Intern, Recent Graduate, PMF and other student programs and opportunities
- Undertake a more robust approach to workforce and succession planning to better understand and forecast our workforce requirements (e.g., entry-level needs)
- Proactively review grant agreements with student/internship attributes and identify opportunities for enhancing internships
- Continuously improve the Pathways and Intern experience (e.g., specific projects; regular, targeted feedback; mentors) for program participants



Questions



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