



U.S. DEPARTMENT OF
ENERGY

OFFICE OF
**ENVIRONMENTAL
MANAGEMENT**

Internships – a shared opportunity

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March 2015

Safe cleanup of the environmental legacy from five decades of nuclear weapons development and government-sponsored nuclear energy research.



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>

We seek candidates from many academic backgrounds

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



- DOE Minority Education Institution Student Program
- DOE Scholars Program
- DOE Pathways Program

**Interns
Wanted**



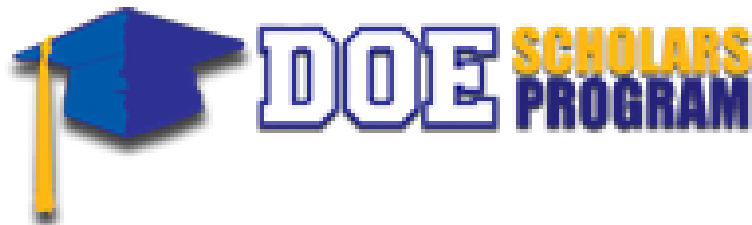
DOE Minority Educational Institution Student Partnership Program

- Summer internships with DOE and its national laboratories
- Involve scientific research or a focus on policy, business, and government relations
- Paid lodging, round trip airfare, and monetary compensation
- Work side-by-side with leading scientists, engineers, and other top professionals



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

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



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

- Pathways Program provides clear, customized approach to recruit, train, and retain well-qualified applicants
- The Program is comprised of the following:
 - Intern Program
 - Recent Graduates Program
 - Presidential Management Fellows Program



- Targets students enrolled in a wide variety of different types of educational institutions with paid opportunities
- Program participants are eligible for conversion to permanent or term appointments
- Requires that participants complete 640 hours of work experience (320 hours may be from non-federal sources)



Pathways Program

Recent Graduate Program

- Targets graduates with associate, bachelor, masters, professional, doctorate, vocational or technical degree earned within the last 2 years (within 6 years if serving in the military)
 - Offers Federal employment; up to GS-9 for non-stem and GS-11 levels for STEM applicants
 - Permits transferring between Federal agencies
 - One year program
 - Requires completing 640 hours of work experience; can receive credit (up to 320 hours) from non-federal programs
 - Mentors assigned to participants within 90 days and Individual Development Plans within 45 days
 - Includes 40 hours of training requirements (online or classroom)



Pathways Program

Presidential Management Fellows Program

- A leadership development program at the entry level for advanced degree candidates
- Designed with a narrow focus - developing a cadre of potential government leaders
- Provides some sustenance during the first years of employment and encourages development of leadership capabilities
- Expanded eligibility window makes 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
- Includes mentoring within 90 days (Senior-level manager or Senior Executive Service member) and a rotational assignment (4 - 6 months in length)



- Hire 20 candidates for EM Recent Graduates Program
- Continue investing in the Pathways; DOE Scholars; and DOE Minority Educational Institution Student Partnership Programs and other student programs/opportunities
- Better forecast EM requirements related to workforce and succession planning
- Proactively identify hiring opportunities for college graduates as part of FY 2015-16 EM hiring initiatives (e.g., Cost Estimators; Acquisition Workforce)



- Pay attention to details in the programs and application processes (i.e., USAJOBS)
- Pursue experiential learning opportunities/volunteer
- Increase/maintain business and professional contacts
- Stay abreast of the job market
- “Build” your resume while in college





Contact EM's Program Manager for Internships

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