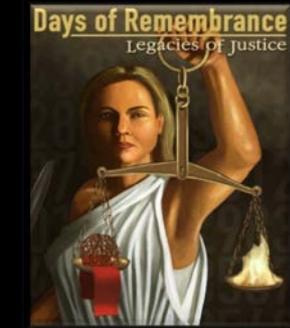
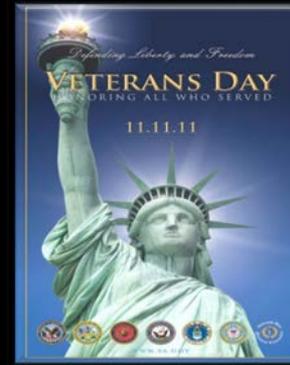
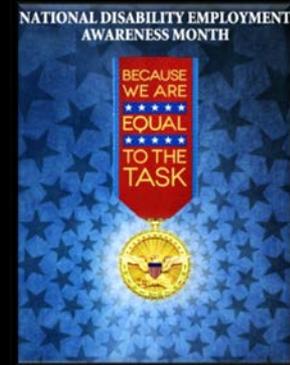


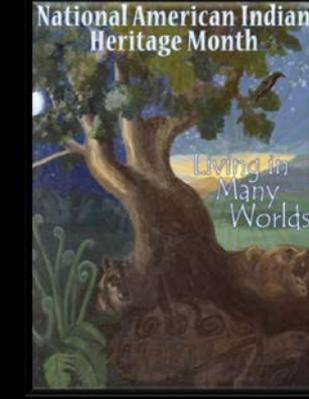
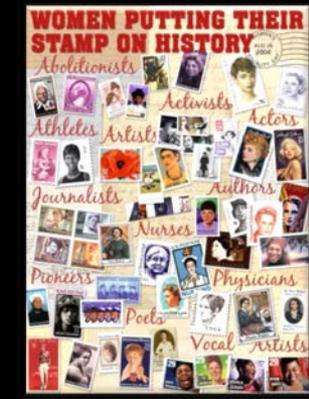
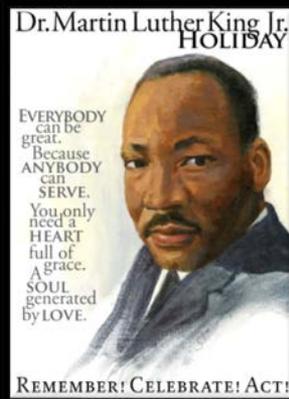
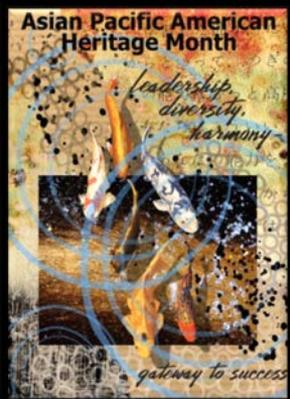
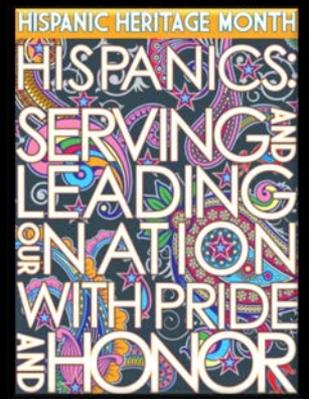
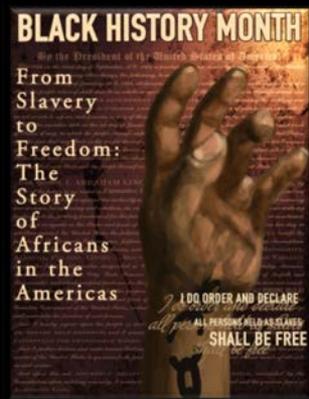
WELCOME TO THE *Forest Service*

Diversity Outreach

U.S. DEPARTMENT OF AGRICULTURE



Office of the Chief Civil Rights Staff Equal Employment Opportunity and Special Emphasis Programs



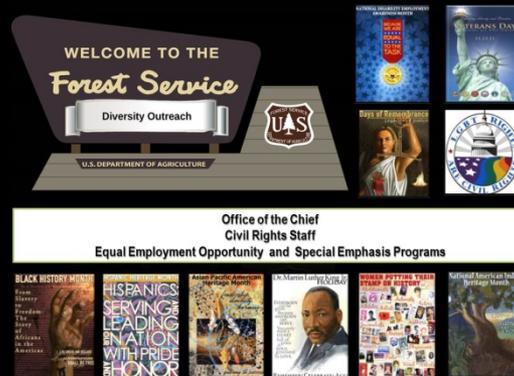
The Forest Service

Vision
Mission
& Values

To sustain the health, diversity, and productivity of the Nation's forests and grasslands to meet the needs of present and future generations.



Forest Service Civil Rights Special Programs



The objective of Forest Service Special Emphasis Programs (SEP) is to administer individual programs which are a part of the Equal Employment Opportunity (EEO) Program. The Special Emphasis Program Managers (SEPM) serves as subject-matter experts regarding the hiring, career advancement and retention of the employees. They help identify and take affirmative steps to ensure that all Forest Service employees have an equal opportunity to compete fairly in all aspects of Agency employment, e.g., recruitment, training, upward mobility, career counseling, developmental details, promotions, and any other condition of employment.

National Equal Employer Manager

Role and Responsibilities

- ✓ Develops national strategies for special emphasis programs and EEO strategies to eliminate barriers from recruitment, hiring, promotion and retention (Agency Reports and Management Directives 715).
- ✓ Implements Diversity Outreach and Partnership Programs
- ✓ Serves as the Program Manager Hispanic Association of Colleges and Universities (HACU) scholarships
- ✓ Partnerships with Hispanic Serving Institutions (HSI) 1994 Land Grant Institutions
- ✓ Liaison for USDA Fellowship Programs and Educational Programs



Balance Your Love of the Outdoors with a Dynamic Career

A career with the Forest Service is a great way to combine your love and knowledge of natural resources with dynamic, challenging opportunities. But working for the Forest Service isn't easy. Harsh climates, remote locations and hard physical work add up to a challenging career. That's why it's important to us that our employees maintain a healthy work-life balance. And our culture not only allows it, we encourage it.



Critical Series Careers

Series 1001 Social Science	Series 0301 Administration Programs	Series 0470 Soil Science Professional
Series 0305 Administration Assistant	Series 0340 Program Management	Series 0486 Wildlife Biology
Series 1702 Training Technician	Series 0401 General Biology	Series 0810 Civil Engineering
Series 0525 Account Technicians	Series 0460 Forestry Professional	Series 1101 General Business
Series 1315 Hydrologist Technician	Series 0462 Forestry Technician	Series 2210 Information Technician

Career Field Disciplines

Forest Pathology
Plant Physiology
Ecology
Social Science
Chemistry
Communications
Hydrology
Wildlife Biology
Range Ecology/Biology
Genetics
Economics
Entomology
Fire Ecology
Computer Science
Many others

Student Opportunities

The Presidential Management Fellows (PMF)

This program serves as an innovative way to recruit new and young talent into the agency. The program attracts highly qualified persons with graduate degrees from a variety of academic disciplines, and prepares them to be effective leaders and managers.

[Employees profiles: http://www.fs.fed.us/fsjobs/pmf/profiles.shtml](http://www.fs.fed.us/fsjobs/pmf/profiles.shtml)

Rules and Regulations

Office of Personnel Management PMF Homepage:

<https://www.pmf.opm.gov>

5 C.F.R. 362:

<https://www.pmf.opm.gov/RulesAndRegulations.aspx#n1>



Cultural Transformation

Multicultural Workforce Strategic Initiatives

Each year, the Multicultural Workforce Strategic Initiatives (MWSI) program offers a number of opportunities for giving top students with diverse backgrounds access to paid work experience with the Forest Service - as well as the opportunity to demonstrate their abilities in natural resource careers. The Forest Service's network of MWSI liaisons connect with colleges, universities and communities nationwide to identify qualified and talented students for the Forest Service.



Employment Opportunities

The Forest Service offers a host of opportunities for part-time and temporary employment for students. We also offer internships, student opportunities and scholarships for promising student candidates.



USDA Forest Service
National Hispanic Association of Colleges and
Universities (HACU)

Accountability FY-2011

- Total Positions: 33 positions (15 Females, 18 Males)
- 90% are Mission Critical Job Series
- Student Job Satisfaction Rate: 85%
- Supervisor Feedback: Student Superior Performance Rate: 92%

USDA Forest Service
National Hispanic Association of Colleges and
Universities (HACU)

Accountability FY-2012

- Total Positions: 41 positions (23 Females, 8 Males)
- 98% are Mission Critical Job Series
- Student Job Satisfaction Rate: 94%
- Supervisor Feedback: Student Superior Performance Rate: 95%

Cost Per Session for FY 2012: Fall 2011: \$13498.00 (15 weeks) , Spring 2012: \$13498.00 (15 weeks) ,
Summer 2012: \$10599.00 (10 weeks), Fall 2012: \$13606.00 (15 weeks)

USDA Forest Service
National Hispanic Association of Colleges and
Universities (HACU)

Accountability FY-2013

- Total Enrollment: 32 positions (16 Females, 16 Males)
- Total USDA FS-NIFA agreement interns: 2 summer positions (supplement)
- 98% are Mission Critical Job Series
- Student Job Satisfaction Rate: 98%
- Supervisor Feedback: Student Superior Performance Rate: 95%

HACU Cost FY 13: Fall 2012: \$13,606.00 (15 weeks), Spring 2013: \$13,606.00 (15 weeks), Summer 2013: \$10,678.00 (10 weeks), Fall 2013: \$13,716.00 (15 weeks)

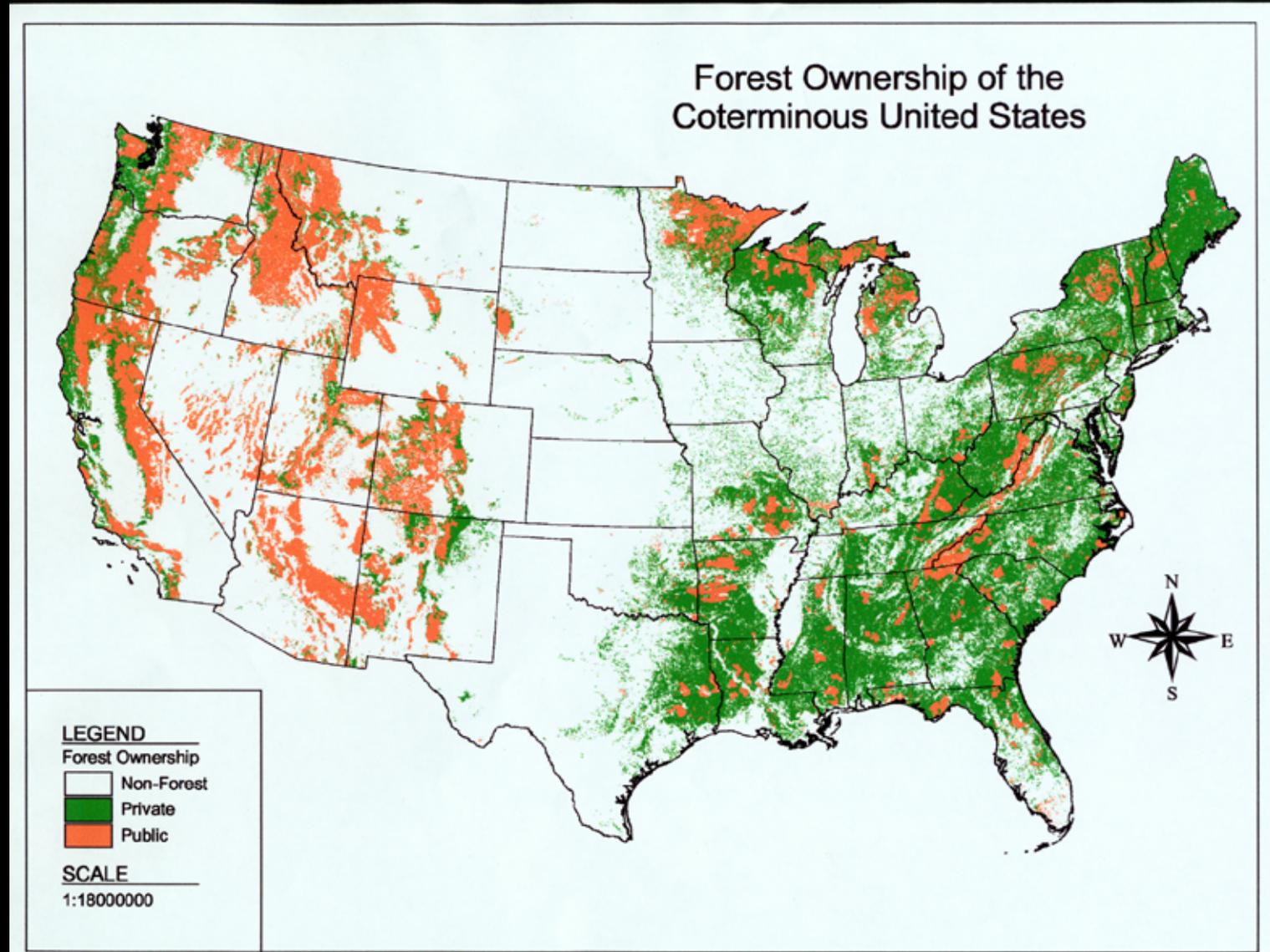
USDA Forest Service
National Hispanic Association of Colleges and
Universities (HACU)

FY-2014 Projections

- Total FS Enrollment: 34 positions
- Fall 2013 Interns: 5 positions filled (until 12/10/13)
- Summer Recruitment: 18-22 positions

HACU Cost FY 13: Fall 2012: \$13,606.00 (15 weeks), Spring 2013: \$13,606.00 (15 weeks), Summer 2013: \$10,678.00 (10 weeks), Fall 2013: \$13,716.00 (15 weeks)

National Forest System and State and Private lands



Ecological Restoration



Thinning and Prescribed Fire



Threatened and Endangered Species



Woody Biomass



Wildland Fire Management



Wildland Fire Management



Sustainable Recreation



Research



Water



Climate Change



International programs



Jobs Creation



Partnerships



Workforce/Community Inclusiveness



Safety in a High Risk Environment



Achieving a Single Mission Through Diverse Perspectives



The Forest Service is made up of thousands of employees from very different backgrounds. But we're all working toward the same goals. For those of us in the Forest Service, diversity means much more than ethnicity, gender or culture. We believe that diverse perspectives help us solve problems more effectively. That's why we maintain an environment in which people from different backgrounds feel comfortable, and in which people feel free to express their opinions and share their viewpoints.

Tom Tidwell
Chief Forest Service

NOW LEAVING THE
Forest Service



U.S. DEPARTMENT OF AGRICULTURE

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National Equal Employment Manager
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Desk Phone: 202-205-0999 <http://www.fs.fed.us/cr/>

