

Fellowships & Career Development for Survivors of Crime

September 5, 2019
2:00–3:30 p.m. (eastern time)

Presenters:

Kathryn Oberg, College & Career Librarian, Arlington Public Library

Vicki Johnson, Founder and Director, ProFellow

Aubrey Lloyd, Human Trafficking Team Lead, Office for Victims of Crime Training and Technical Assistance Center (OVC TTAC)

The session will be recorded and will begin shortly.

As with all technology, we may experience a momentary lapse in the webinar session. In the event of a problem, please be patient and remain on the line. If the problem persists, please contact jadams@ovcttac.org for technical assistance.



Today's Presenters

Kathryn Oberg



Vicki Johnson

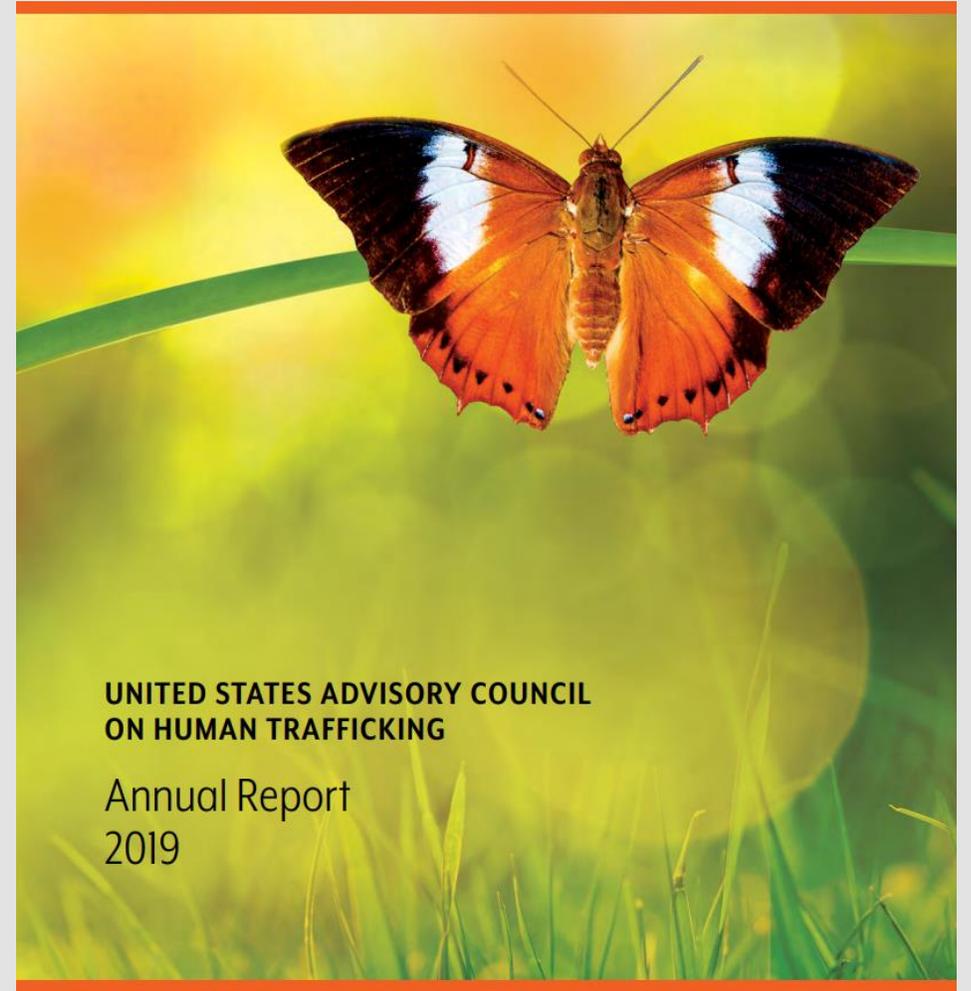


Aubrey Lloyd



The Senior Policy Operating Group (SPOG)

The Victim Services Committee



Hi, I'm Kate Oberg

I'm the College & Career librarian with the Arlington Public Library. Today I'll be discussing work experiences with the Federal Government.



Federal Work Experiences

- Programs available
- Geographic locations
- Citizenship and diversity
- How to apply
- More information can be found in this free report that is available online.

- [CRS Report](#)

U.S. Congressional Research Service. Internships, Fellowships, and Other Work Experience Opportunities in the Federal Government. (98-654; Nov 1, 2018), by Christina M. Bailey, Jennifer E. Manning & Kathleen E. Marchsteiner.



Types of Work Experience Programs

- **Internships**, “which are either salaried or volunteer short-term arrangements, usually require relatively little experience and are often filled by students.”
- **Fellowships** “are generally intended for persons with advanced degrees or substantial professional experience and are usually salaried positions lasting nine months to a year or more.”
- **Apprenticeships/Co-op**: Often trainee programs with more of an expectation of employment with the sponsoring organization and are often linked to particular trades.
- *None of these types of experiences are limited to the U.S. government* – these opportunities may also be with organizations in the private sector (nonprofit and for-profit), as well as with state and local government.



Types of Work

- Many different work experiences exist within the Federal Government.
- Questions to ask yourself and trusted advisors:
 - *What do you imagine yourself working on in your work experience?*
 - *What are you a fit for?*
 - *What do you want to do?*
- Think about the commitment—do you want something full-time, part-time, or even just a few hours per week? Do you want to leave your home area or stay local?



Agencies Offering Federal Internships

- Three branches of the Federal Government in the United States: executive, legislative, and judicial.
- Federal positions may be found in all three branches of government.
 - For example, while looking for a legal internship, do not overlook the executive or legislative branches.



Large Programs Through OPM (Executive)

- U.S. Office of Personnel Management (OPM) (part of the Executive branch) has three large multi-department programs:
 - Internship Program
 - Recent Graduates Program
 - Presidential Management Fellows Program



Numerous Other Programs

- Be sure to look at Department and Agency websites
 - See CRS Report
- Evaluate all websites carefully (.gov, .org vs. .com, etc.)



Positions Through USAJOBS

- <https://www.usajobs.gov/>
- Use geographic locations
- Use keywords
 - Career path: trainee, volunteer, apprentice, intern, fellow, etc.
 - Types of work: contracts, business, OR policy, writing, government. Hint- use synonyms.
- Search multiple ways—one search won't find everything
- Many (not all) of these positions require applicants to be finalists through the programs of OPM or other programs of various U.S. Government Agencies or Departments.
- Ask for help from *your* local reference librarian for searching and keyword help. Reference librarians can be found at public and academic libraries.



Paid or Unpaid?

- Not all positions are paid, but internships do have federal guidelines that they must abide by.
- Fact sheet:
<https://www.dol.gov/whd/regs/compliance/whdfs71.htm>
- No one is going to make sure that you have enough income for your needs but *you*.



Poll Question

Where might you want to work in a federal work experience?

- A. In the greater Washington, DC, area
- B. In the continental United States
- C. In Alaska, Hawaii, or a U.S. territory
- D. Internationally



Geographic Locations of Programs

- Positions are not just in Washington, DC. There are internship and fellowship locations all over the United States (and limited international opportunities).
- About 79% of the federal workforce is outside of the Washington, DC, area.
- Investigate which federal organizations might be in your area.
 - e.g., National Parks, Department of Veterans Affairs
 - Use <https://www.governing.com/gov-data/federal-employees-workforce-numbers-by-state.html>
- Use USAJOBS to see job listings by different geographic locations.



Federal Employment by State

Example list of federal workers in Illinois by Governing.com

<https://www.governing.com/gov-data/federal-employees-workforce-numbers-by-state.html>

Select:

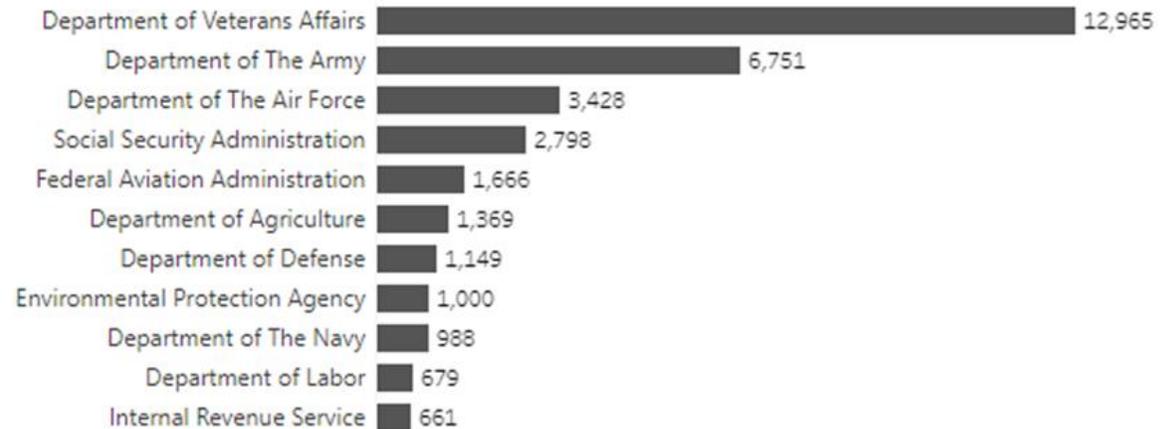
Illinois Federal Employment

Labor Department 2018 Total Federal Jobs Estimate: 79,117
OPM Total Civilian Employment (excluding USPS): 40,855
Civilian Full Time and Permanent: 37,364
Other Civilian Employment: 3,491
Postal Service Employment: 27,978
Active Duty Military: 21,099
National Guard / Reserve Forces: 24,345

Active Duty Military



Civilian Employment By Agency/Department



Local Opportunities in your Community

Programs in local communities may be more flexible and may enable work concurrent with other jobs. There are full-time or part-time positions (often lower pay, not always) that are spread out all over the United States and can be year-long, 8–10 weeks, or project-based. Here are some examples:

- The Virtual Student Federal Service (VSFS) program with the U.S. Department of State <https://vsfs.state.gov/about> (project-based)
- FBI – [Citizens Academies](#) (for local leaders) at the nearest local FBI field office.
- [VA Voluntary Service](#) (Department of Veterans Affairs)
 - Volunteer, opportunity to learn about medical careers.



Local Opportunities in your Community

- Youth Conservation Corps (National Parks)
 - Youth aged 15–18, shorter time periods
 - Open to permanent residents
- AmeriCorps (for high school or college graduates)
 - Many different options, time commitments, and geographic locations
 - Teach for America (Administered by a nonprofit, local pay, receive AmeriCorps stipends)
 - Open to noncitizens (noncitizens may not receive federal stipend)
- CERT programs – local emergency management (not a federal program, may have interaction with Federal Emergency Management Agency).
 - Search online for 'CERT emergency volunteer [your location]'
 - See also *FEMA Corps* (18–24 years) (part of AmeriCorps NCCC)



Citizenship and Diversity in Federal Work Experience Programs



Citizenship in Federal Programs

- Citizenship or being a U.S. national is required for the vast majority of opportunities with the Federal Government. This is due to legal requirements.
 - Exceptions may be found with volunteer programs or programs funded by local and state governments or foundations.
 - Other exceptions in general employment include temporary positions related to linguistic needs (teaching and translating).
 - Some agencies are exempted.
 - Always check.



Citizenship in Federal Programs

- Exception – State Governments
 - e.g., California

“Applying for a State Examination

Do I have to be a U.S. citizen to work for the State?

Generally, only a few State jobs (mostly peace officers) require U.S. citizenship. You must have the necessary work visas and meet all requirements set forth by the Immigration and Naturalization Service to be eligible to work in the United States.”

- From: <https://www.calcareers.ca.gov/CalHRPublic/GeneralInfo/FAQS.aspx> Accessed 8/10/2019



Diversity in Federal Programs

- [English for Heritage Speakers](#) (EHLS program)
- The 2020 EHLS Program (now closed) was open to native speakers of many languages.
 - Arabic, Azerbaijani, Bambara, Balochi, Dari, Hausa, Hindi, Kazakh, Korean, Kurdish, Kyrgyz, Mandarin, Pashto, Persian/Farsi, Punjabi, Russian, Somali, Tajik, Tamashek, Thai, Turkish, Urdu, Uzbek, and Vietnamese
- Must be a U.S. citizen to participate.
- All EHLS participants receive a full scholarship from the National Security Education Program (NSEP) that includes tuition and a living stipend.
- Purpose of NSEP is “to develop a pipeline of foreign language and culture expertise for the U.S. Federal Government workforce.”
 - From: <https://www.nsep.gov/> Accessed 8/09/2019



Diversity in Federal Programs

- Treasury Scholars Programs
- Check agency or department of interest's website individually
 - e.g., National Parks
- Nonprofit organizations sponsor numerous internships with federal agencies and private organizations. Citizenship requirements vary depending on the funding resources.
 - See CRS Report



How To Apply

- Read over material on program sites carefully.
- Check deadlines. Allow *at least* 6–12 months before the program might begin.
- Background checks can take a long time—allow extra time.
- Plan ahead and create a timeline with individual steps.
- Create accounts and save passwords.



How To Apply (continued)

- Gather required materials in advance:
 - e.g., essays, writing samples, resumes, transcripts from high school/GED, college, and other programs, and ask people for references
- Develop lists of knowledge, skills, and abilities, and examples of when you demonstrated these qualities. Hint: Ask trusted advisors.
 - Hard skills (e.g., using a cash register) and soft skills (e.g., sales or presentation skills)
 - Certificates, if relevant: CPR/Red Cross, Mental Health First Aid, programming languages, day-long trainings
 - Use stories that show what you can do.
- Take one step at a time.



HIT SEND



While Waiting

- Competition is tough.
- Apply to more than one opportunity.
- Have a back-up plan



Did You Apply to an Opportunity in DC?

- Do the math, make sure you can pay for housing. Washington, DC, housing is very expensive.
- Be careful of housing scams. Scams are very common on Craigslist; however, many housing options are only available on Craigslist.
- Check university housing in dorms. Rooms have beds, desks, and chests of drawers and can be as little as \$240/week or \$37 per night for a 30+ day stay. Check special housing nonprofits.
 - e.g., George Washington University housing (summer), or Thomas-Markward Hall (women only)
 - Plan ahead, the cheapest legitimate options book early.



Good luck!



Hi, I'm Vicki

Founder and CEO of ProFellow.com, *the world's leading online resource for information on professional and academic fellowships.*

I'm a four-time fellowship winner and Ph.D., with a former career in public health policy.



Fellowships are short-term,
funded opportunities
to do something exceptional.



“Fellowship” Awards Are...

- Funded: Provide a stipend or grant
- Short-term: Typically 1 year
- Competitive: Merit-based, not needs-based
- Socially impactful
- Life-changing!

Note: They're not all called "fellowship" in name.



Types of Fellowships

Professional Fellowships...

Provide full-time work placements and professional projects

Examples:

White House Fellows

Teach for America

German Chancellor Fellowship

Academic Fellowships...

Provide funding for graduate school or scholarly research projects

Examples:

Fulbright Grants

Postdoctoral fellowships

Visiting Faculty awards



Fellowship Application Components

- Resume
- Transcripts
- Personal statement
- Reference letters
- Project/research proposal
- Individual and group interviews



Important To Know

- Most fellowships have application deadlines 6 to 12 months before the position or funding begins.
- Fellowships often pay less than what you would make in an equivalent job, BUT offer many other benefits.
- Because fellowships are short-term, you need to weigh the pros and cons compared to traditional job opportunities.



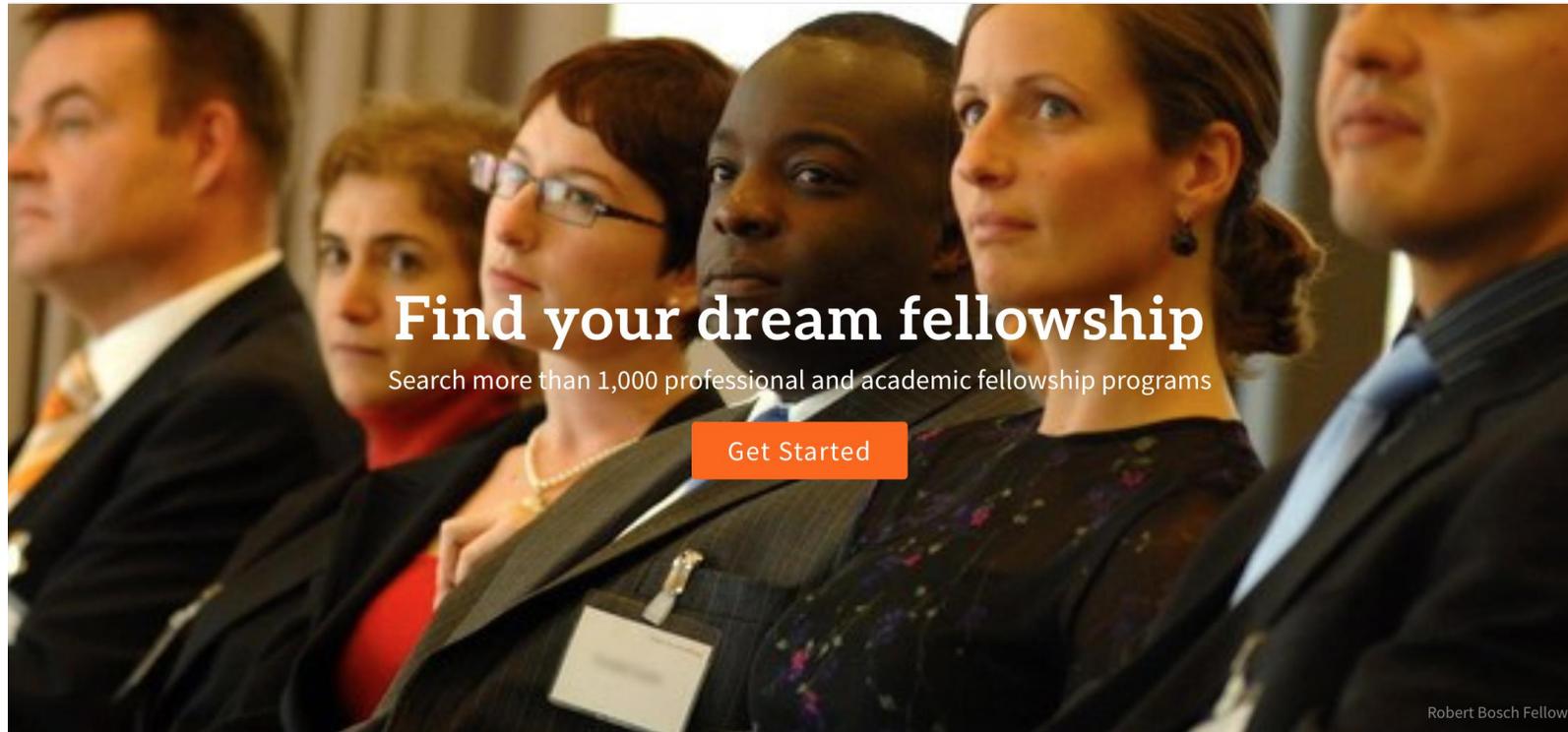
How To Find Fellowships – ProFellow.com

ProFellow

Fellowships Advising Articles Open Calls 

Log In

Sign Up



Find your dream fellowship
Search more than 1,000 professional and academic fellowship programs

[Get Started](#)

Robert Bosch Fellows, v



Search Our Free Database of 1,200+ Fellowships

The screenshot shows the ProFellow website interface. At the top, the ProFellow logo is on the left, and navigation links for Fellowships, Advising, Articles, and Open Calls are on the right. A search bar is located at the top center. Below the search bar, there are filters for Fellowship Type, Fellowship Discipline, Fellowship Location, Citizenship Requirement, and Work Experience. The main content area displays search results for 1,258 fellowships, sorted by Newest. Two results are visible: the Frontier Fellowship and the Impact Organizing Fellowship. The Frontier Fellowship description states it supports outstanding young biomedical researchers with four years of funding. The Impact Organizing Fellowship description states it works with groups like Environment America and U.S. PIRG to build strong, enduring networks of support.



Use the Filters to Narrow Down Search

 Show Favorites

Profile Filters | Clear Filters

Fellowship Type

Professional ✕

Fellowship Discipline

Public Service ✕

Fellowship Location

North America ✕

Citizenship Requirement

United States ✕

Work Experience

5-10 years ✕

public health

3 results

Newest ▾

Deadline ⬆️

A-Z ⬆️

Baltimore Corps Fellowship

Baltimore Corps

Fellows have the opportunity to work closely with Baltimore's most effective leaders of social change over the course of a yearlong Fellowship. Baltimore Corps holistically supports the professional development of each Fellow through retreats, personalized coaching, community dinners, and 360° degree feedback designed to amplify each Fellow's professional and personal growth. While a typical Fellow has 5 to 10 years of professional experience, some Fellows are recent college graduates or bring non-traditional career and educational backgrounds to our community.

 Apr 11, 2020  North America

 227 days left 

Foster America

Foster America

Bringing skills from business, *public health*, education, marketing, technology, and public policy backgrounds, Foster America fellows provide the spark to create dramatic change and improve the lives of children. Our fellows are embedded at government or nonprofit child welfare agencies for one year, joining reform-minded colleagues and mentors to pursue better results. Prior to the start of the fellowship, fellows receive an intensive two-week training. Fellows work full-time at their placement agency, receiving an annual salary of up to \$90,000, plus benefits. Candidates must have authorization to work in the U.S. August deadline for an initial screening application.

 Aug 03, 2020  North America

 341 days left 



My Top Application Tips

#1 Align Your Goals to the Fellowship's Mission

It's not about your goals, it's about the fellowship organization's goals.



My Top Application Tips

#2 Be Specific

*Express a very specific 2–5 year
post-fellowship career goal.*



My Top Application Tips

#3 Storytell

Make the fellowship the "hero" in your story.



Thank you!

For advice and support, and to connect with me directly,
please join ProFellow Academy (profellow.mn.co).

PF



Additional Questions To Consider

Merging lived and professional experience:

- Identifying Your 'Why'
- Support and Impact
- Peer to Peer Opportunities





What questions do you have?



Thank you!

