

Join
Your
Team



- Pathways Student Internship Program

- Pathways Recent Graduate Program



U.S. Department of Agriculture's (USDA) Farm Production and Conservation (FPAC)

FPAC has 4 agencies: Natural Resources Conservation Service (NRCS),
Farm Service Agency (FSA), Risk Management Agency (RMA),
and the FPAC Business Center.

USDA is an equal opportunity provider, employer, and lender.

Pathways Internship – Appointments

- Students may be appointed at the highest grade level they qualify for based on education and experience.
- Interns with no previously related education or experience may qualify as described in the chart.
- Initial appointment and promotions depend on the Job Opportunity Announcement.
- General Schedule (GS) also refers to salary.

❖ ***Salary shown is approximate. Changes annually and depends on location. Hourly rates shown here are based off the 2023 pay table.**



GRADE	LEVEL OF EDUCATION
GS-1 ~ \$11.72/hr	Enrollment in a high school diploma or General Education Diploma (GED) program.
GS-2 ~ \$13.18/hr	Completion of high school or GED diploma.
GS-3 ~ \$14.38/hr	Completion of one full academic year of post-high school study.
GS-4 ~ \$16.14/hr	Completion of two full academic years of post-high school study or an associate's degree.
GS-5 ~ \$18.06/hr	Completion of four academic years of post-high school leading to a bachelor's degree or equivalent degree.
GS-7 ~ \$22.37/hr	Completion of one full academic year of graduate level education; or eligibility under the Superior Academic Achievement Provision and completion of a bachelor's degree.
GS-9 ~ \$27.37/hr	Completion of two academic years of graduate level education, or a master's degree or equivalent graduate degree.
GS-11 ~ \$33.11/hr	For research positions, completion of all requirements for a master's or equivalent graduate degree. For non-research positions, completion of all requirements for a PhD or equivalent degree.

General Schedule (GS) is the Federal government's primary pay table. Ranges from GS-1 to GS-15 Available at www.opm.gov.

The U.S. Bureau of Economic Analysis (BEA) data shows that the average value of benefits in the Federal workforce was \$44,021 in 2021, far higher than the \$13,486 of average benefits in the private workforce.