



USACE – Galveston District

District Overview: Historically Black Colleges and Universities and Minority Institutions (HBCU/MI) Workshop

COL Richard Pannell
Commander, Galveston District

Edmond Russo
Deputy District Engineer,
Programs and Project Management

2 MAR 2016



US Army Corps of Engineers
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Purpose

USACE Vision

Engineering solutions for our Nation's toughest challenges.

USACE Mission

Deliver vital public and military engineering services; partnering in peace and war to strengthen our Nation's security, energize the economy and reduce risks from disasters.

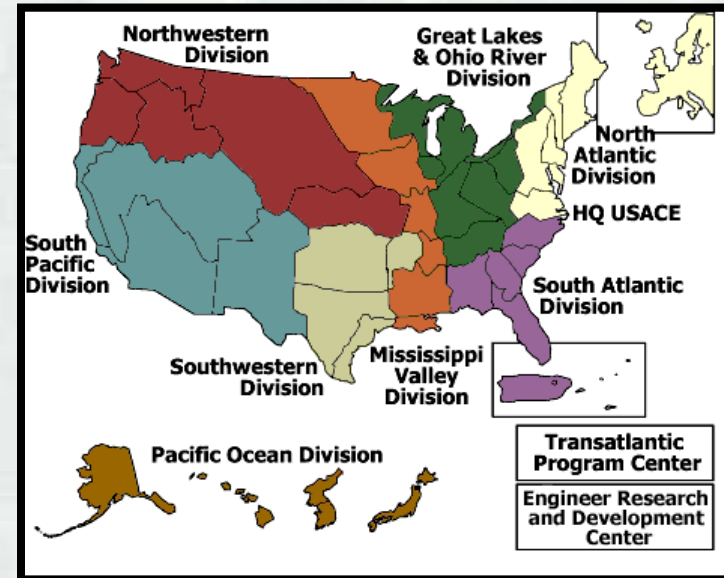
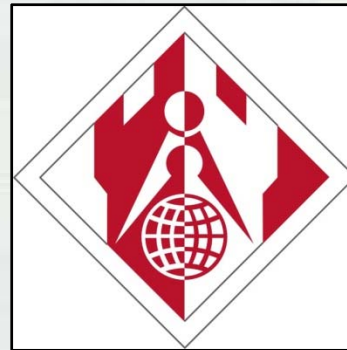


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U.S. Army Corps of Engineers

- Worldwide organization - 9 Divisions, 44 Districts, 9 Centers and Labs
- 33,000 civilians; 700 military personnel
- 239 years of service to the Nation
- Civil Works
- Military Construction
- Support for Others



Pentagon



U.S. ARMY

Kandahar Province



Bayou Bienvenue Lift Gate



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History of USACE in Texas

“ America’s history is, in large part, a story of infrastructure. ”

Corps of Engineers
Established



1776

1st Survey
of Galveston
Channel



1852

Galveston Seawall



1904

Harlingen Channel

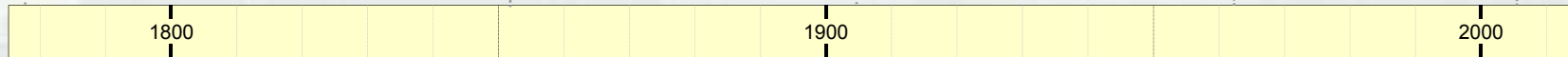


1952

TX City Dike
during IKE



2008



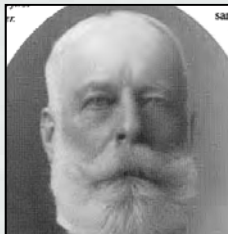
1845



Texas Statehood



1880



Galveston
District
Established

1905



Houston Ship Channel

1949

Gulf Intracoastal Waterway



GIWW to
Brownsville

2014

BRAZOS ISLAND HARBOR
CHANNEL IMPROVEMENT PROJECT
Final Integrated Feasibility Report and Environmental Assessment



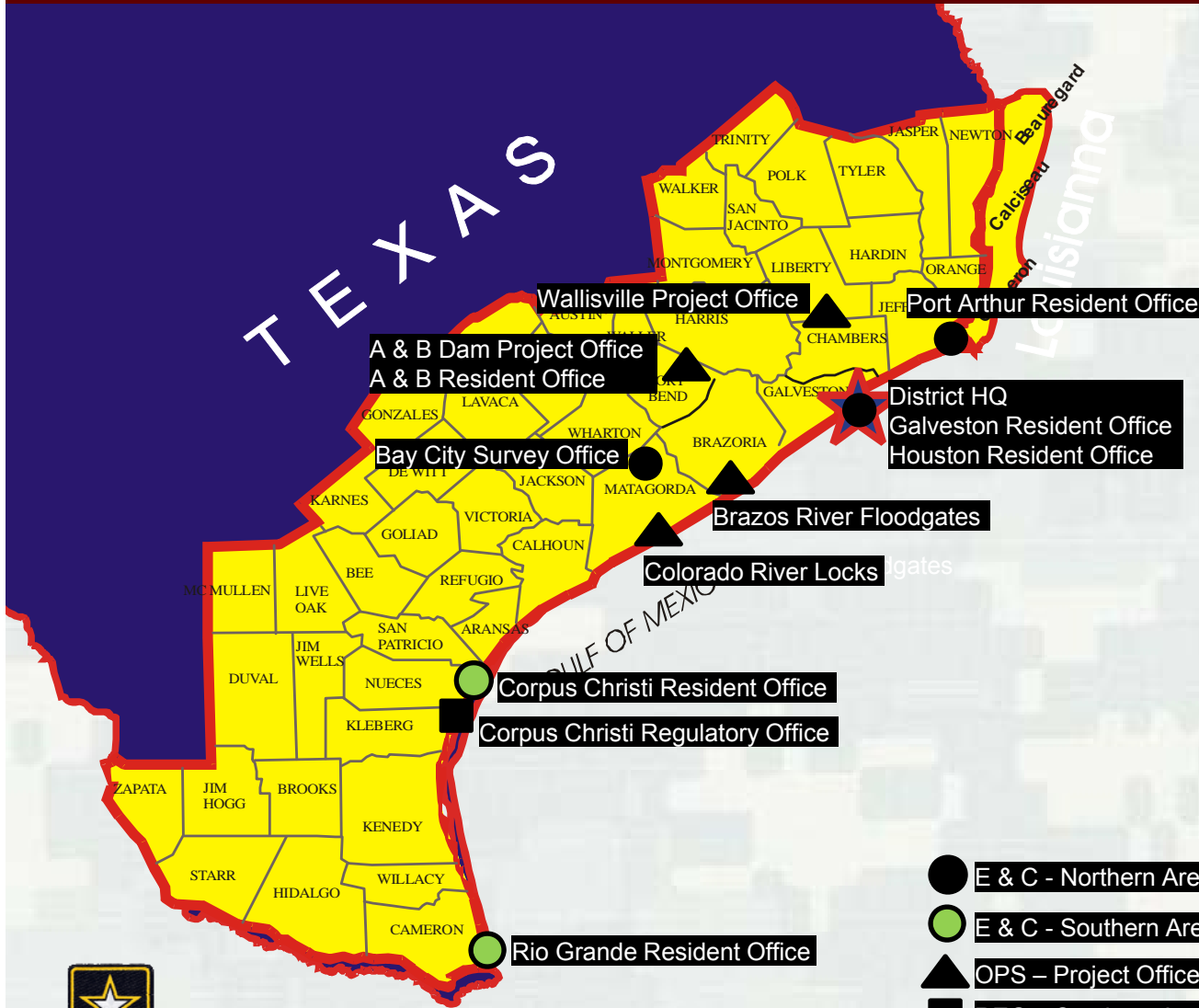
Port of Brownsville
Chiefs’ Report



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Galveston District Mission & Boundaries



- Runs length of Texas coastline plus parts of three parishes in Louisiana; 100 miles inland; 50,000 square miles.
- First engineer district in Texas; Established 1880: 300 employees strong today.
- Primary missions are:
 - Navigation
 - Flood Risk Mitigation
 - Regulatory Support
 - Environmental restoration
 - Emergency Management
 - Support for others
- Home to 28 ports handling 400 million tons of commerce annually





USACE Civil Works Authorities



Congress passes laws that:

- Define USACE Authorities
- Authorize projects
- Appropriate \$\$\$ for projects



US Army Corps
of Engineers
Galveston District

USACE executes projects
based on existing authorities
and appropriated \$\$\$

(Partial List of Authorities)

Civil Works

- **1824:** Rivers & Harbors Act
- **1899:** Sec. 10, Rivers & Harbors Act gives Corps regulatory authority over construction in navigable waterways
- **1928:** Mississippi River & Tributaries Flood Control project
- **1936:** Flood Control Act - nationwide Corps flood protection mission
- **1944:** Flood Control Act authorizes recreation areas at projects
- **1955:** P.L. 84-99, (Flood Control & Coastal Emergency Act of 1955) Corps mission in flood fighting, repair of damaged flood control works, etc.
- **1946:** Shore Protection Cost Sharing Act

Civil Works (continued)

- **1970:** National Environmental Policy Act (NEPA) requires environmental analysis of all proposed Corps activities
- **1972:** Clean Water Act, Sec 404, gives USACE regulatory authority over dredging and fill operations in all "waters of the U.S." including many wetlands
- **1986:** Water Resources Development Act (WRDA) requires cost sharing for most projects
- **1990:** WRDA establishes environmental preservation/restoration as project purpose on par with navigation and flood risk management
- **2007:** WRDA calls for equal consideration of economic, environmental and social benefits in planning Civil Works projects
- **2014:** Water Resources Reform & Development Act (WRRDA)

All Hazard Contingency Operations

- Stafford Act PL 93-288 (National Response Framework)



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Federal Project Process

Congressional Authorization
"New Start"

Congressional Authorization
(e.g. WRRDA)



Local or State
Cost Sharing
Sponsor



Congressional
Appropriations



 **The USACE
receives funding on an
annual budget cycle
(OCT-SEP)**



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Navigation Improvement

Houston Ship Channel Feasibility Study, TX

3x3x3 Exemption Briefing

COL Richard P. Pannell

Commander, Galveston District

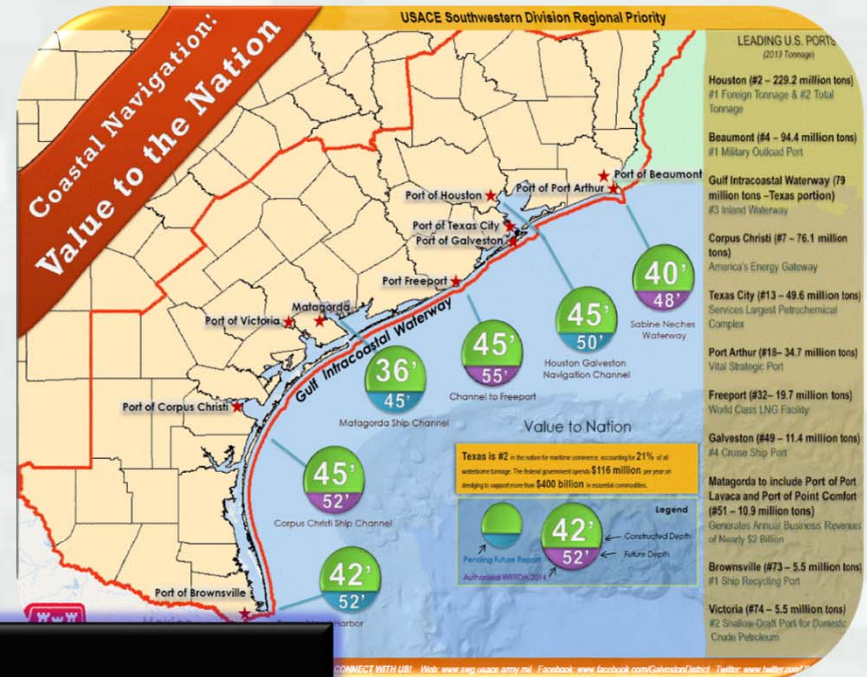


28 September 2015



Navigation:

- Houston Ship Channel Improvement
- Sabine Neches Waterway Improvement
- Corpus Christi Ship Channel Improvement
- Gulf Intracoastal Waterway Improvement Studies
- Freeport Ship Channel Improvement
- Galveston Ship Channel Extension
- Matagorda Ship Channel Improvement
- Brazos Island Harbor Improvement



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Flood Risk Management & Ecosystem Studies

Sabine Pass to Galveston Bay, TX, Coastal Storm Risk Management and Ecosystem Restoration Feasibility Study

Public Comment Meetings
October 6, 2015 – Beaumont, TX
October 8, 2015 – Freeport, TX

Sharon Tirpak, Project Manager
Lauren Kruse, Planning
Jodie Foster, Economics
Jon Plymale, Engineering
Janelle Stokes, Environmental

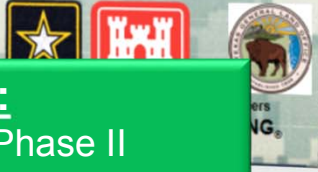
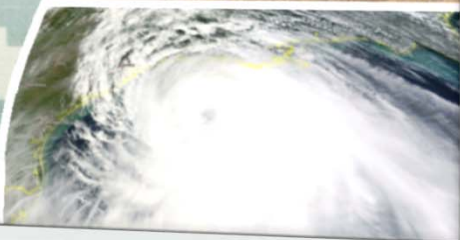



Coastal Texas Protection and Restoration Study

3x3x3 Exemption Briefing

COL Richard Pannell
Commander, Galveston District

28 September 2015



Flood Risk Management:
Addicks & Barker Reservoirs Phase II
Sabine Pass to Galveston Bay CSRM
Coastal Texas Protection
Clear Creek

Ecosystem Restoration:
Coastal Texas Restoration
Brownsville Resacas
Boulevard Resacas CAP project
Jefferson County Restoration



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Construction

FY15 Awards:

Addicks & Barker Mega Project:	\$71.9M
Texas City Channel Placement Area:	\$4.1M
Greens Bayou FRM:	\$5.7M
Jefferson County Bank Stabilization:	\$2.7M
Port Arthur Resident Office:	\$2.4M
Chocolate Bayou Placement Area:	\$2.2M



STUDY

DESIGN

BUILD

MAINTAIN

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Operations & Maintenance



FY15 Program: Executed ~ \$130 million

- Dredging
- Placement Area repair
- Beneficial Use of Dredged Material
- Shoreline stabilization
- Project Operations
 - Brazos River Floodgates
 - Colorado River Locks
 - Addicks & Barker Dams
 - Wallisville Salt Water Barrier



STUDY

DESIGN

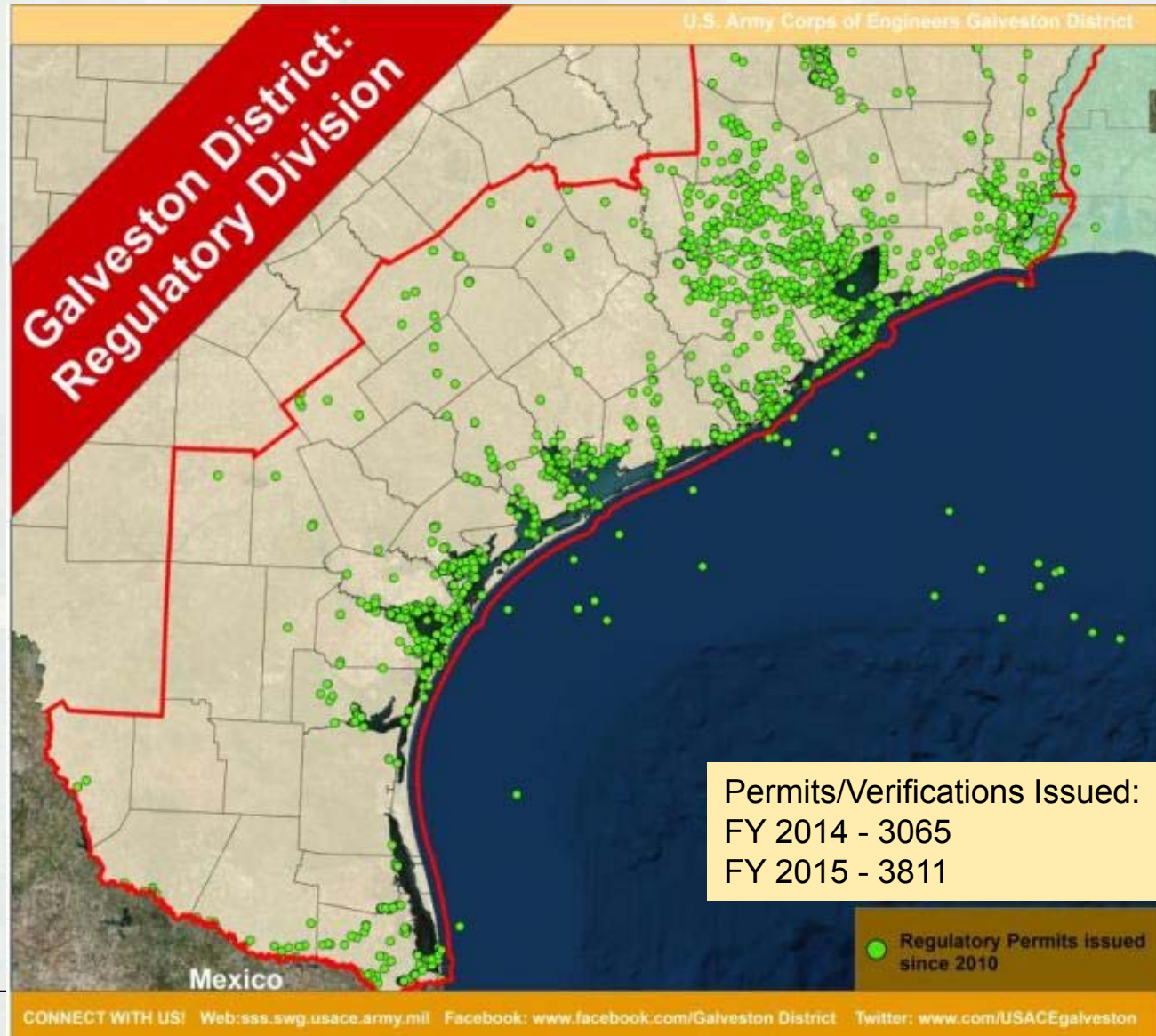
BUILD

MAINTAIN

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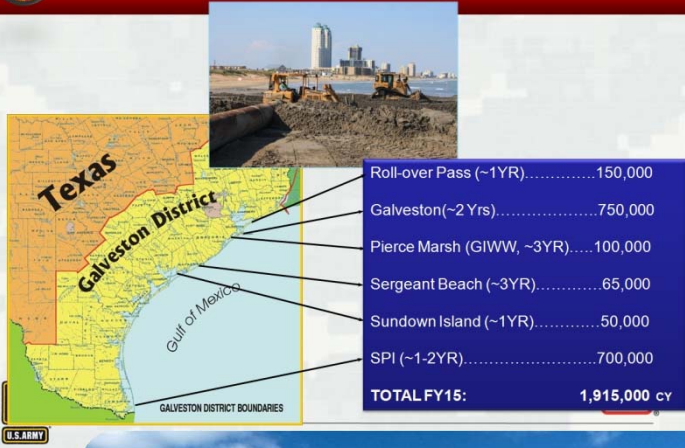
Regulatory Program



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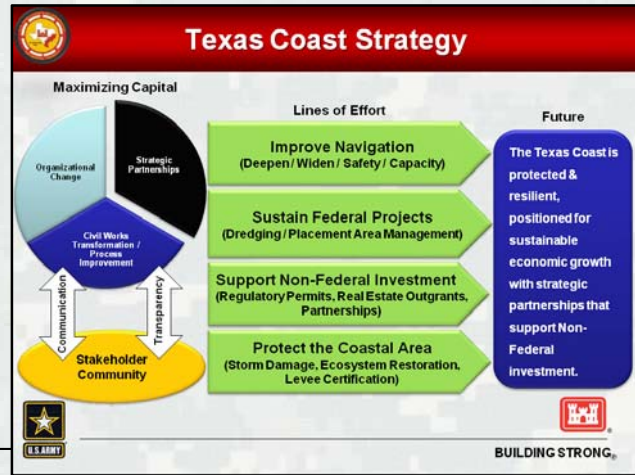
Partnerships

Beneficial Use Program



GREENS BAYOU

DRAINAGE AREA	WATERSHED POPULATION	OPEN STREAM MILES	PRIMARY STREAMS
212 Sq Miles	387,745	308 Miles	Green Bayou Harris Bayou Hunts Bayou



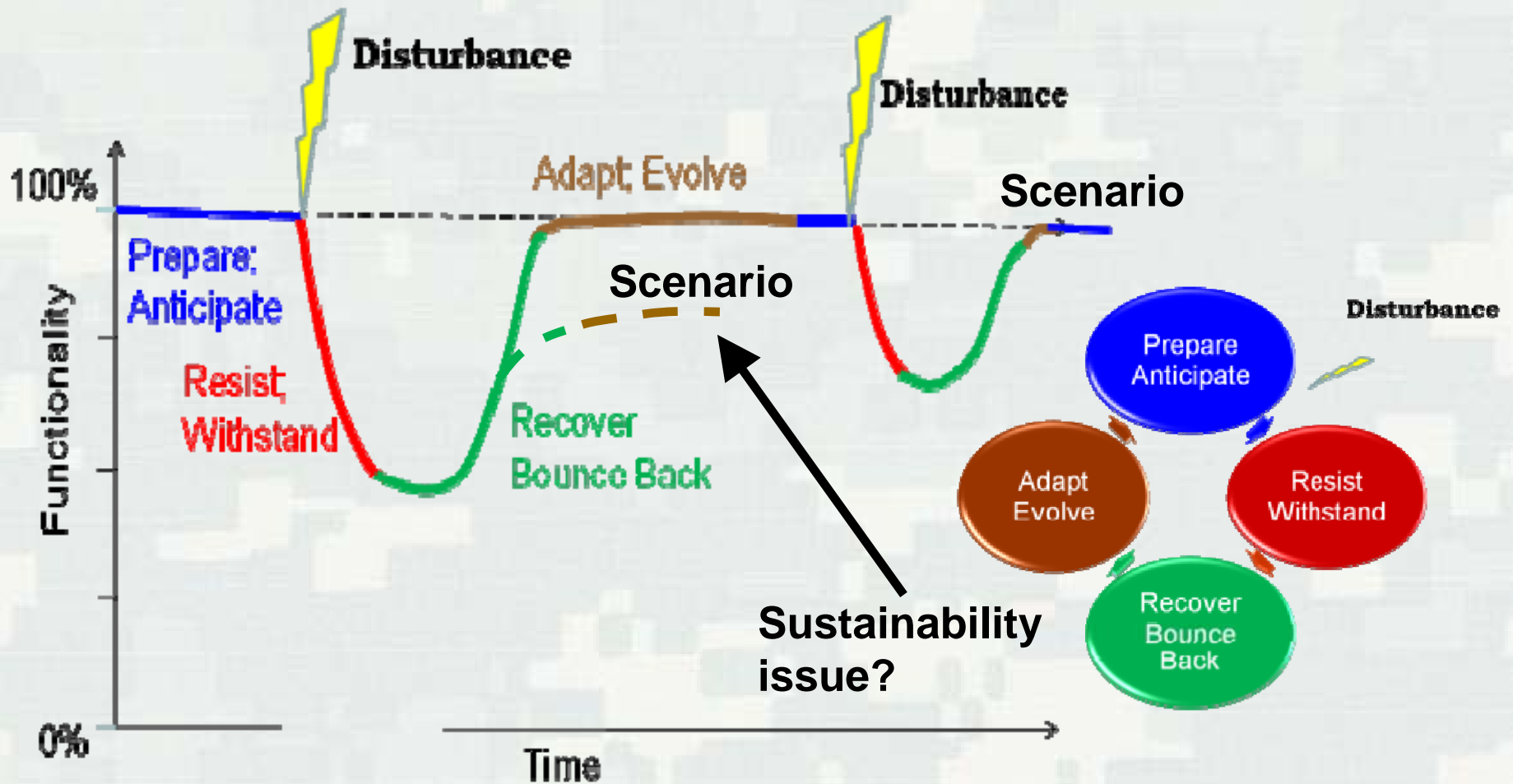
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Collaboration with Partners/Clients/Stakeholders





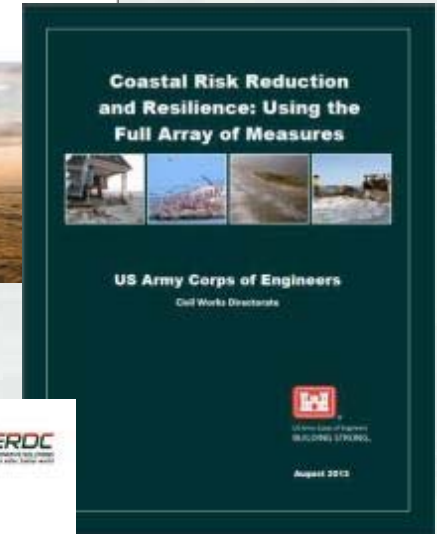
Concepts of Resilience against Disturbances and System Sustainability





USACE Planning Systems Approach to Coastal Risk Reduction, Sustainability, and Resilience

- Supports integration of natural, nature-based, non-structural and structural measures for:
 - ▶ Reducing coastal risks
 - ▶ Increasing human and ecosystem community sustainability / resilience
- Considers engineering attributes of component features and life cycle dependencies and interactions among these features
- Considers full range of environmental and social benefits produced by component features





Enabler: Regional Sediment Management (RSM)

...Managing sediment regionally has potential to save money, allow use of natural processes to solve engineering problems, and improve the environment.

Key Elements:

- Uses a river watershed and coastal basin systems approach
- Incorporates physical processes and effects of anthropogenic influences
- Supports stewardship of natural resources in balance with economic development and national security needs



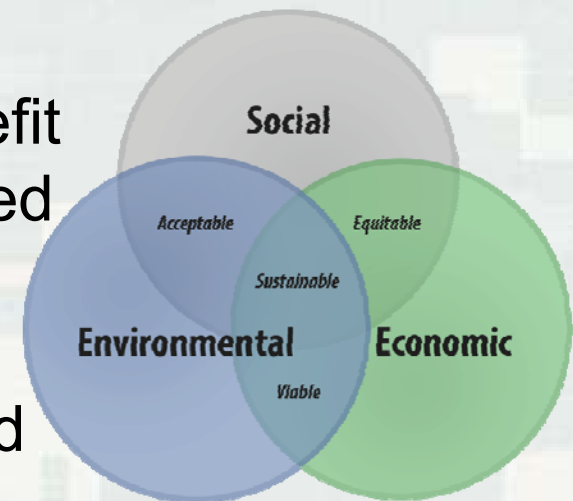


Enabler: Engineering with Nature (EWN)

...the intentional alignment of natural and engineering processes to efficiently and sustainably deliver economic, environmental and social benefits through collaborative processes.

Key Elements:

- Science and engineering that produces operational efficiencies
- Using natural process to maximum benefit
- Broaden and extend the benefits provided by projects
- Science-based collaborative processes across agency programs to organize and focus interests, stakeholders, and partners





“Manage”

- Plan
- Execute
- Adapt

“Intersect”

- Infuse new knowledge
- Tech transfer enterprise tools
- Pilot-demo & prove innovations
- Improve on-the-job workforce skills

“Shape”

- Enhance strategic partnerships
- Address policy and authority “conundrums”
- Revolutionize business practices
- Evolve science to close priority knowledge gaps
- Co-develop / apply enabling technologies

“Analyze”

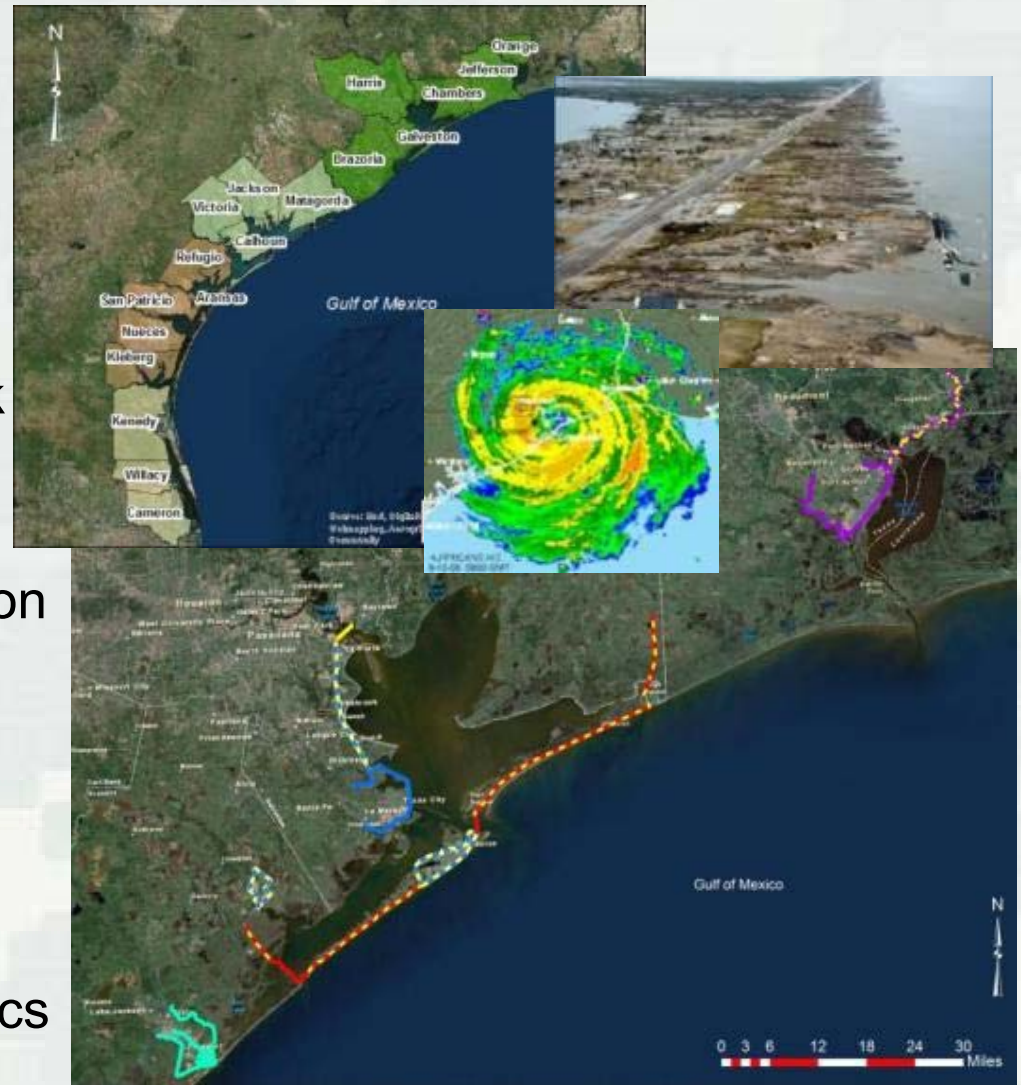
- Objectively monitor performance
- Identify key uncertainties, inefficiencies, and barriers to decision making

Enabler: High Performing Culture for Continuous Process Improvement



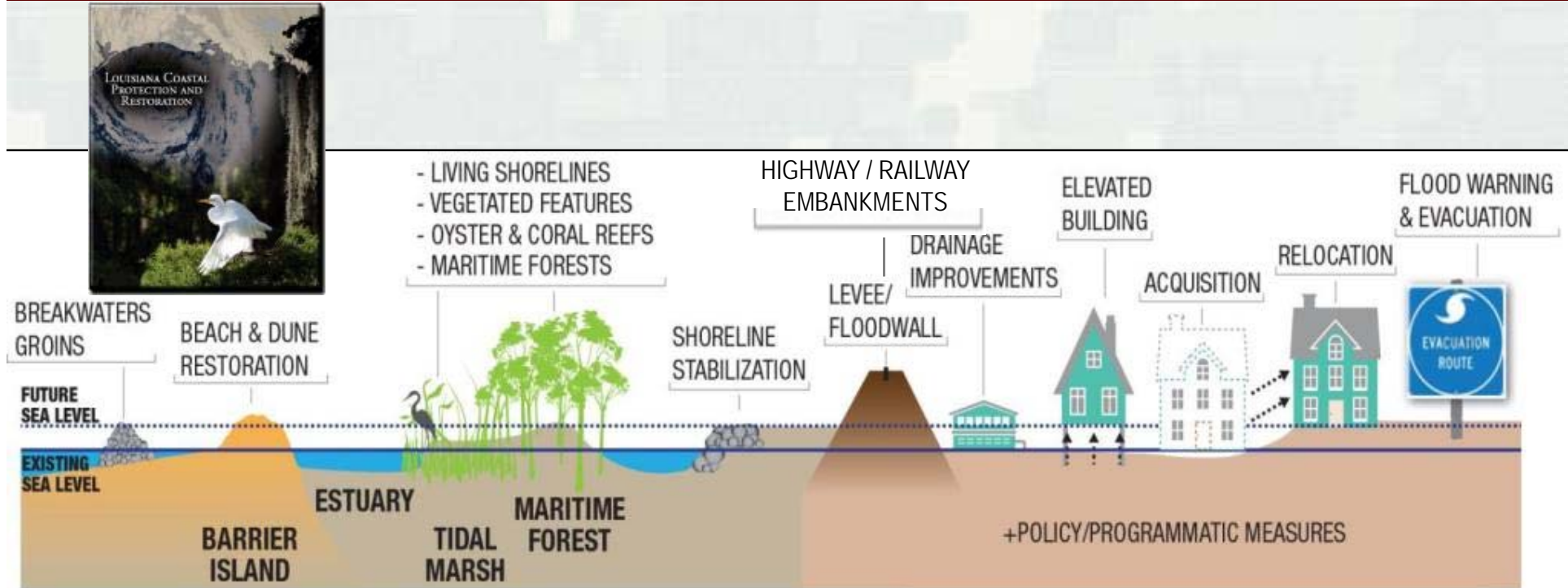
Vignette: USACE Storm Risk Management and Ecosystem Restoration Projects

- Sabine Pass to Galveston Bay Feasibility Study and Coastal Texas Mega Study
 - ▶ Develop comprehensive plan with detailed regional focus
 - ▶ Determine Coastal Storm Risk Management (CSRМ) risk reduction solutions
 - ▶ Develop Ecosystem Restoration (ER) projects to restore degraded ecosystems
 - ▶ Incorporate relative sea level change into analyses
 - ▶ Does not address potential changes in storm characteristics





Strategy for Sustainability and Resiliency: Multiple Lines of Defense (MLD)



- Combination of structural, non-structural, and NNBF:
 - Coastal storm damage risk reduction
 - Coastal ecosystem restoration
- Uses an integrated natural/engineered systems approach
- Supports coastal sustainability and resilience





Coastal Storm Risk Management Measures



Storm surge barriers, spillways, levees, floodwalls, and gates

Asset relocation, elevation, and strengthening



Shoreline management

Coastal restoration





Assessing Long Term Vulnerability and Resilience using Performance Metrics



Dunes and Beaches

Benefits/Processes
 Break offshore waves
 Attenuate wave energy
 Slow inland water transfer

Performance Factors
 Berm height and width
 Beach Slope
 Sediment grain size and supply
 Dune height, crest, width
 Presence of vegetation

Vegetated Features: Salt Marshes, Wetlands, Submerged Aquatic Vegetation (SAV)

Benefits/Processes
 Break offshore waves
 Attenuate wave energy
 Slow inland water transfer
 Increase infiltration

Performance Factors
 Marsh, wetland, or SAV elevation and continuity
 Vegetation type and density



Inundated under +1 ft of RSLC

Drum Bay, Follets Island



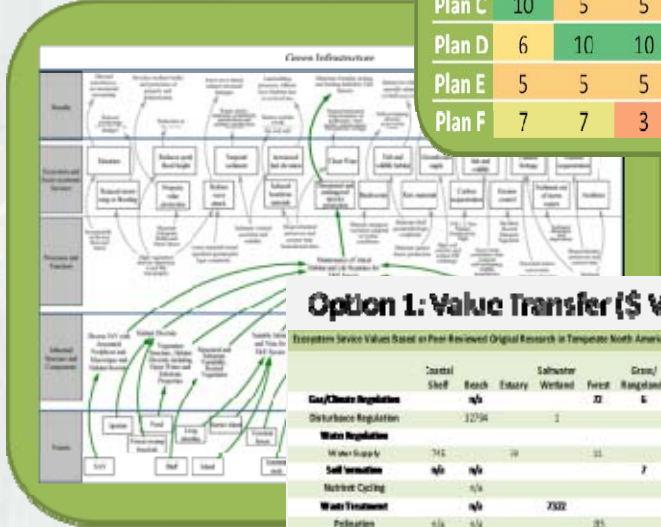


System Performance Evaluation

- **Level 1** – Qualitative characterization of performance
- **Level 2** – Semi-quantitative characterization of performance
- **Level 3** – Quantitative characterization of performance

72 individual performance metrics identified for NNBF

	Wt	1	2	4	3	5		
		B1	B2	B3	B4	B5	Mean	Wtd
Plan A		10	8	5	1	0	4.8	49
Plan B		10	10	0	0	0	4	30
Plan C		10	5	5	9	7	7.2	102
Plan D		6	10	10	8	5	7.8	115
Plan E		5	5	5	10	10	7	115
Plan F		7	7	3	4	7	5.6	80

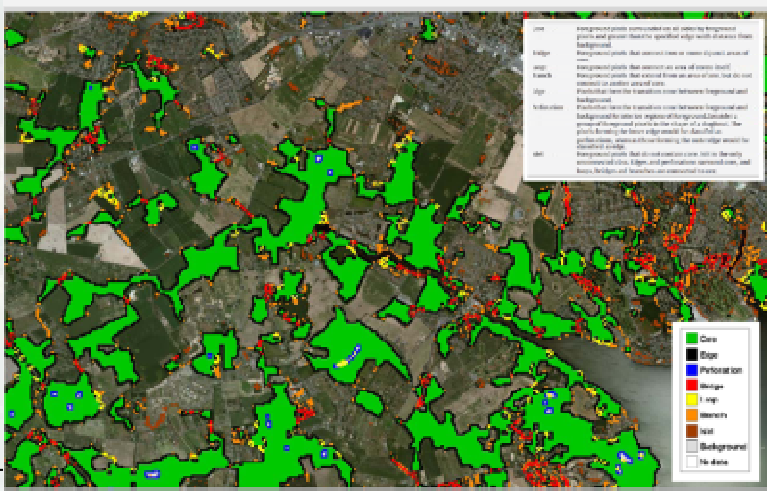


Option 1: Value Transfer (\$ Value per acre)

Ecystem Service Values Based on Peer-Reviewed Original Research in Temperate North America/Europe (2012) (\$/a*yr)

	Coastal Shelf	Beach	Estuary	Wetland	Forest	Grass/Rangelands	Dryland	Freshwater Wetland	Open Fresh Water	Riparian Buffer	Urban GreenSpace	Urban/ Farmlnd
Gas/Climate Regulation	n/a				22	6					48	
Disturbance Regulation		12794		1				762		136		7
Water Regulation	741		19	11			1294	600	2200	n/a		
Soil Formation	n/a	n/a				7						
Nutrient Cycling	n/a											
Waste Treatment	n/a		2302				10		n/a			
Pollution	n/a	n/a			25							
Biological Control	n/a											
Habitat/Refuge		436	227	1113			6					

Option 2: Ecosystem Production Functions



Literates, and Mixed-use Studies in Temperate North America/Europe (2012) (\$/a*yr)

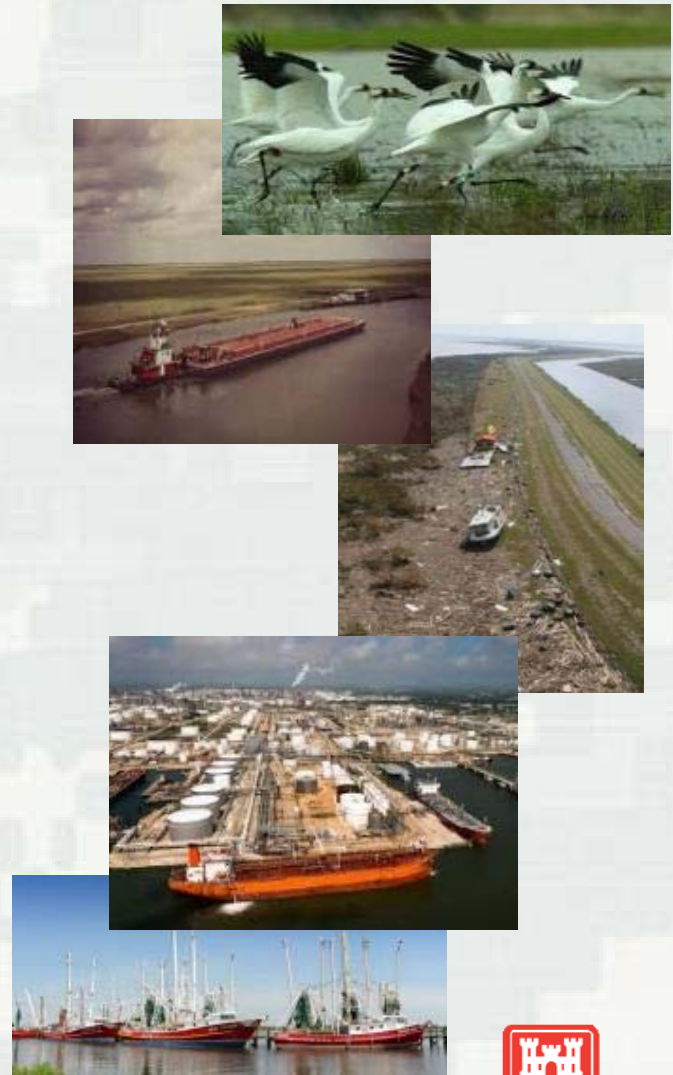
	Grass/Rangelands	Dryland	Freshwater Wetland	Open Fresh Water	Riparian Buffer	Urban GreenSpace	Urban/ Farmlnd
Forest	4		361		136	48	
15	2		3288		7		
36	4		1006	492	2200		
6	4			n/a			
53	53		1086				
25	15	13		n/a			
2	14	14					
1113		999	118				
47	1	18	1680	428	1047	2562	
1			1070		5		





Science, Engineering, and Technical (SET) Challenges for Sustainability / Resilience

- Organize and expand science and engineering related to natural processes and features
 - ▶ Reduce uncertainties of NNBF design and construction
 - ▶ Understand dynamic performance of NNBF
 - ▶ Learn how to effectively integrate NNBF with other measures on a regional scale
- Integrating expertise across disciplines and organizations
 - ▶ Research, development, pilot-demo, and scaling up new knowledge
 - ▶ Planning, designing, constructing, operating, monitoring, and maintaining integrated built infrastructure-NNBF systems





Addressing SET Challenges: Establishment of SWG EWN Proving Ground

- Collaborate across USACE:
 - Galveston* (SWG), Buffalo* (LRB), and Philadelphia* (NAP) Districts
 - US Army Engineer Research and Development Center (ERDC) and Mobile District (SAM)
- Engage stakeholders to understand interests and inform life cycle project decision making
- Manage TX coast as systems portfolio
- Derive synergies across business lines for enhanced efficiency / effectiveness
- Incorporate coastal storm and RSLC resilience and sustainability via integration of built and natural features
- Exploit EWN and RSM concepts, methods, tools, and resources as enablers

* Proving Grounds



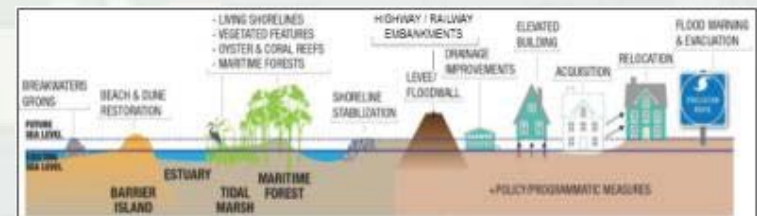
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Vision for Sustainable and Resilient Regionally Integrated Infrastructure

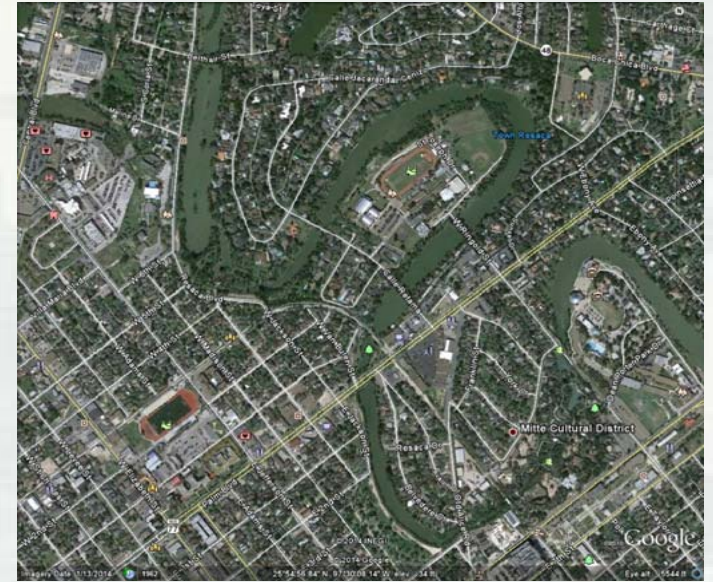
- Interconnected portfolio of partnered projects across business lines.
- Incorporates RSM, EWN, NNBF, and MLD principles.
- Nested/networked infrastructure interoperating regionally to deliver broad spectrum of enduring economic, environmental, and social values.
- Value proposition for pursuit via inter-operational synergies:
 - ▶ Transformed organizational technical, business, and management processes,
 - ▶ High performing workforce culture, and
 - ▶ Parties who understand, contribute to, and value the concepts and support infusion into practice.





Project Opportunities and Research Needs

- Navigation
 - ▶ Deep Draft
 - ▶ Shallow Draft
- FRM & CSRM
 - ▶ Large Scale Coastal Protection
 - ▶ FRM Reservoirs
 - ▶ Bayou Improvement
- Environmental Restoration
- Interagency and International Support



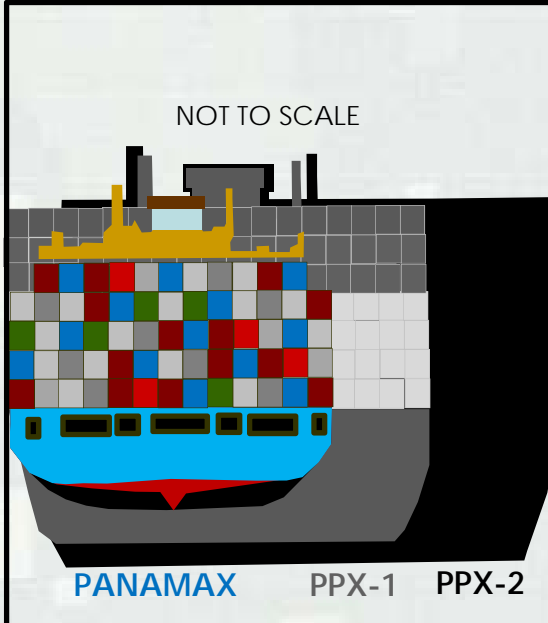
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Project Opportunities and Research Needs

CONTAINER VESSELS



- Increasing vessel size driving project improvement
 - ▶ Need better ways to understand economics
 - ▶ Need better ways to manage dredge material
 - ▶ Need better ways to use material beneficially

TANKERS





Project Opportunities and Research Needs



- Coastal Storm Risk Management
 - ▶ Need faster and cheaper methods to preliminarily quantify storm risk
 - ▶ Need novel approaches to reduce storm risk
 - Better levees, gates, etc...
 - ▶ Need better ways to address environmental impacts and communication





Project Opportunities and Research Needs



■ Community Outreach

- ▶ Need better ways to engage the public in decisions
- ▶ Need better ways to engage with other public agencies
 - Better plan for future projects
 - Better engage at the national level with Congressional delegation



CONNECT WITH US!



ON FACEBOOK

www.facebook.com/GalvestonDistrict



ON TWITTER

www.twitter.com/USACEgalveston



ON YOUTUBE

[www.YouTube.com/Galveston District](http://www.YouTube.com/GalvestonDistrict)



ON DVIDS

www.dvidshub.net/units/USACE-GD



ONLINE

www.swg.usace.army.mil



WELCOME

OPERATIONS DIVISION


Karl Brown

Operations Division

GALVESTON DISTRICT

March 02, 2016



 U.S. Army Corps of Engineers
BEYOND STRONG



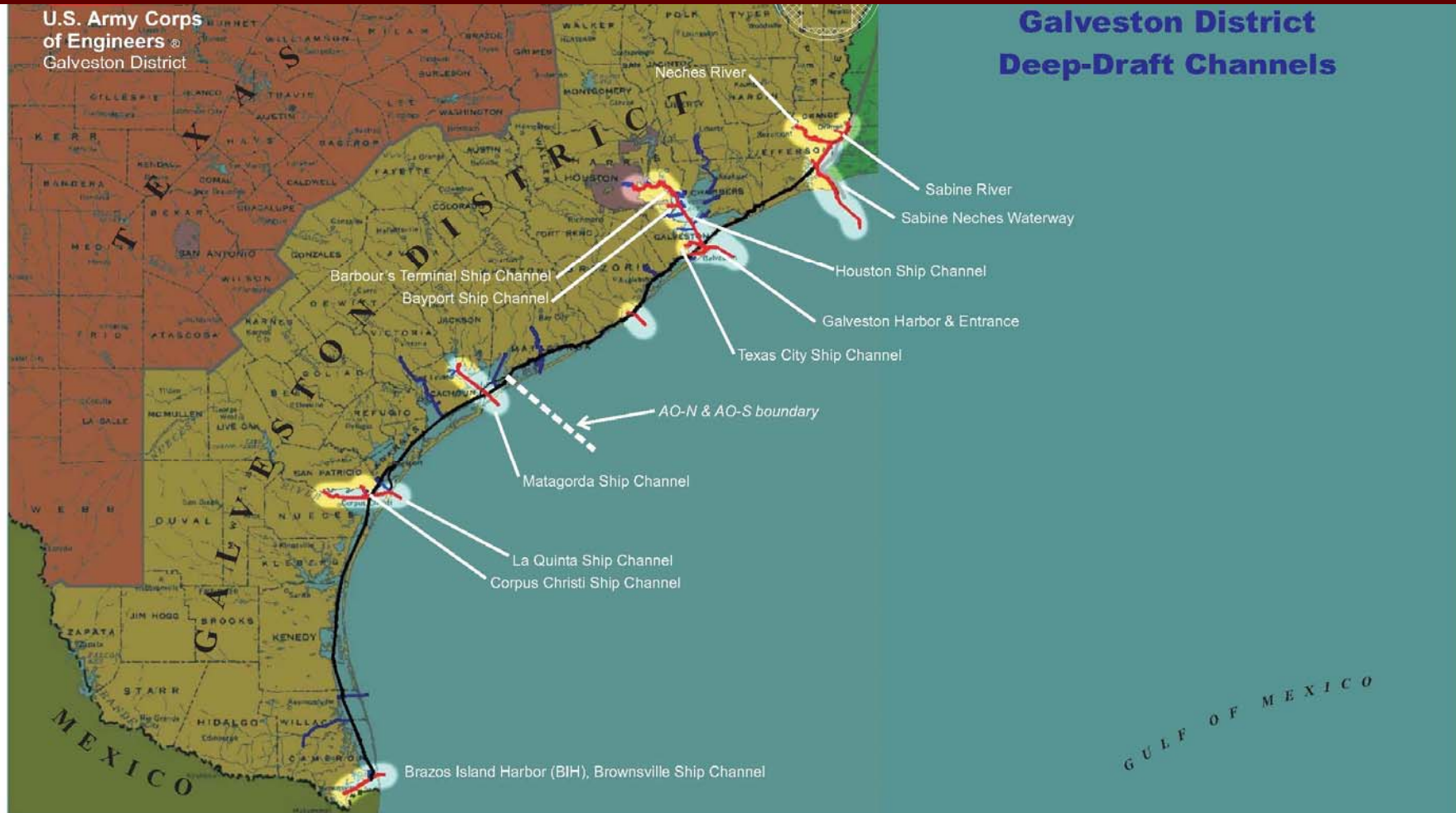
Navigation Mission

Provide safe, reliable, efficient and environmentally sustainable waterborne transportation systems (channels, harbors, and waterways) for movement of commerce, national security needs, and recreation.



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Galveston District – Navigation Branch



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Types of Dredges

➤ Mechanical Dredges

- Clamshell
- Dipper
- Backhoe
- Dragline

➤ Pipeline Dredges

- Cutterhead
- Dustpan

➤ Trailing Suction Hopper Dredge



Navigation Project Facilities



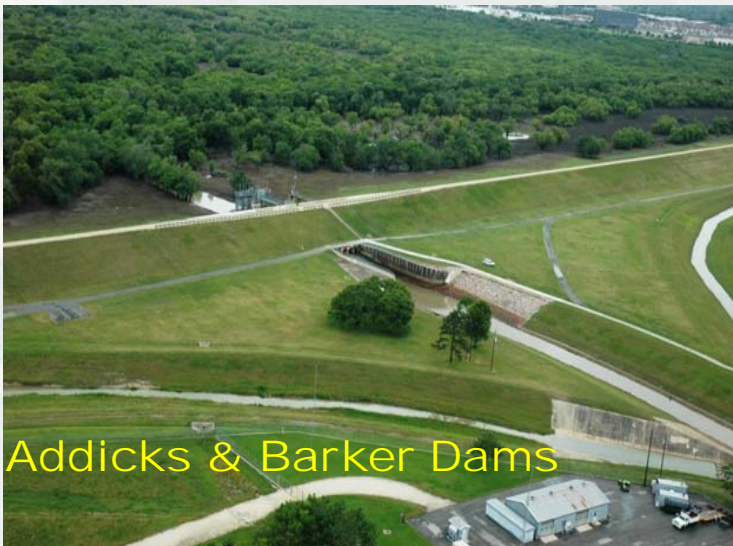
- Minimize shoaling at river crossings
- Safety



Flood Risk Management



- Navigation features
- Recreation
- Saltwater barrier
- Environmental Stewardship



- Flood Control
- Recreation



Inspection of Completed Works Program

- **SWG Levee Safety Program:**
 - ▶ 7 Federal Constructed Levee Systems (ICW)
 - ▶ 1 Non Federal Constructed Levee System (FCCE)
 - ▶ 13 Flood Damage Reduction Channels (ICW)
 - ▶ 1 Hurricane Shore Protection Project (ICW)



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Activities that HBCU organizations can assist us with in Operations

Two main functions. Dredging and related actions, and with maintenance of horizontal and vertical assets. With dredging, we perform deep and shallow draft dredging from 12 to 47 feet below the water surface and have pump distances anywhere from 1000 to 10,000 feet. We place the dredge material into a variety of placement options such as confined placement area, open water placement area, and beneficial use area such as beach and march renourishment areas. Related to these activities are levee and other dirt work and includes associated environmental adherence actions. On horizontal and vertical assets, we can use HBCU organizations to assist us with several maintenance activities to include levee and embankment work, maintenance of gates and other water control features, asset management, studies on hydrologic and hydraulic flows including coastal and tidal hydraulics.



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USEFUL LINKS

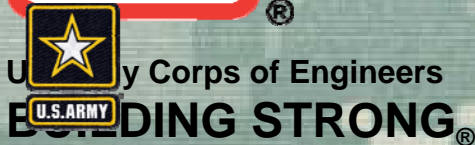
- Galveston District website:
 - ▶ <http://www.swg.usace.army.mil>
- Galveston District Navigation website
 - ▶ <http://www.swg.usace.army.mil/Missions/Navigation.aspx>
- USCG VTS Houston-Galveston “State of the Waterway 2016” Presentation
 - ▶ <http://www.uscg.mil/vtshouston>
- History of the Corps of Engineers
 - ▶ <http://www.usace.army.mil/About/History.aspx>



SWG Environmental Work

Carolyn Murphy
NEPA & Cultural Resources Section
Fort Worth District

March 2, 2016



What Do We Do?

- Ensure environmental or National Environmental Policy Act (NEPA) compliance for Corps construction & operating projects
- Coordinate with state and federal resource agencies
- Collaborate in the planning of of new projects to avoid or minimize environmental impacts
- Help manage Corps-owned lands



Typical SWG Projects

- ▶ Navigation
- ▶ Flood Control
- ▶ Ecosystem Restoration



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Resources Addressed

- Endangered species
- Sensitive habitats like marshes, floodplain forests, and estuaries
- Air and water quality
- Fisheries
- Historic and archeological sites
- The human environment including social, economic, and environmental justice concerns



Work Performed

- Significant reliance on existing data
- Field investigations
- Modeling of environmental impacts and benefits (habitat, species, air, salinity)
- Archeological survey
- Sediment testing
- Preparation of EAs and EISs

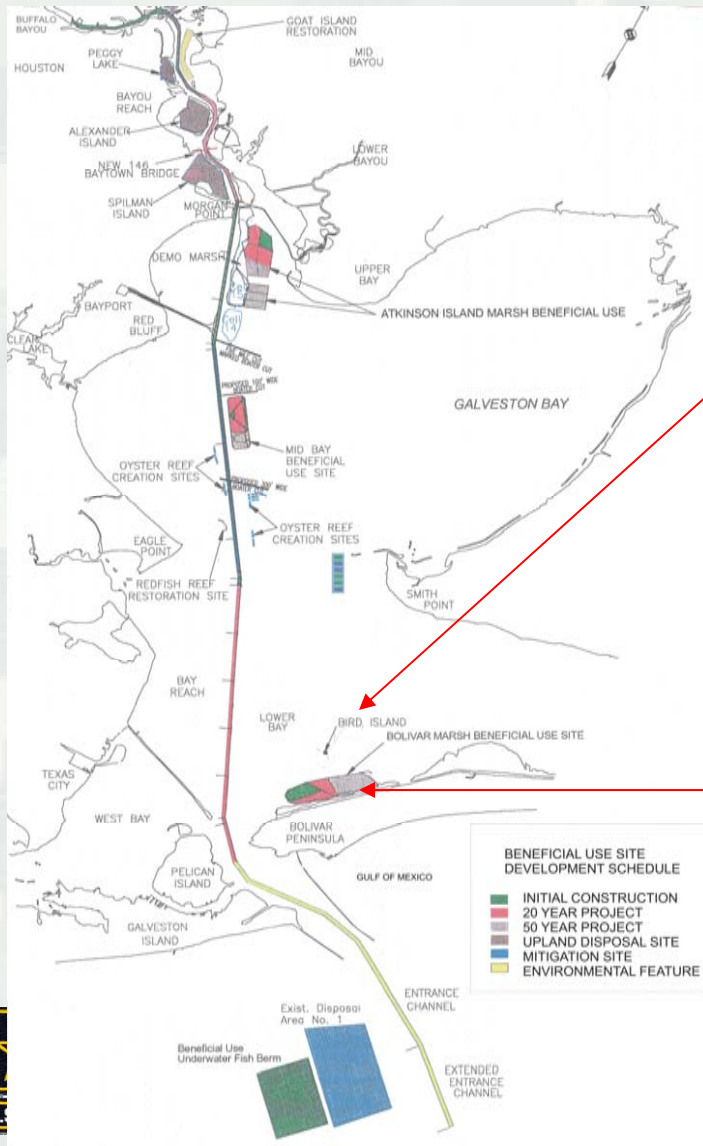


Work Performed

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Houston Ship Channel Habitat Restoration Projects



EVIA ISLAND



6-acre Colonial Waterbird Island



BOLIVAR MARSH



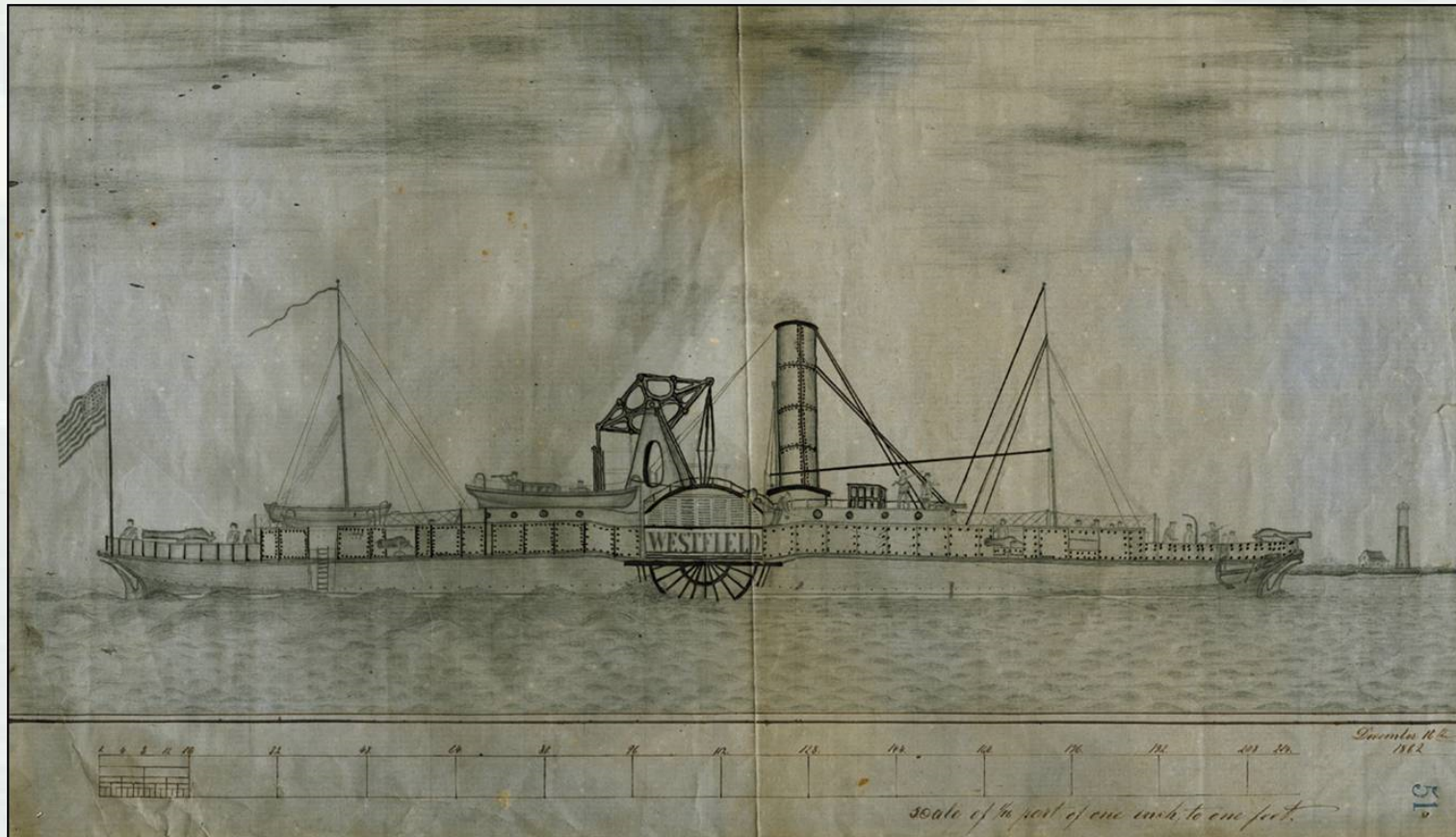
780+ acre Marsh Site at Bolivar Peninsula
Inter-tidal salt marsh habitat



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USS Westfield

Critical in the Battle of Galveston, scuttled January 1, 1863
to prevent recapture by Confederate forces



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Recovery of 9-inch Dahlgren Cannon USS Westfield from Texas City Channel



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Conclusions

- Maximum use of existing data
- Limited field work
- Modeling required to capture impacts/benefits
- Short time-frames for project development and report preparation
- <http://planning.usace.army.mil/toolbox/index.cfm>
- <http://cwenvironment.usace.army.mil/exchange.cfm>



Engineering and Construction Division ORIENTATION Brief for HBCU/MI

2 March 2016

Terry F. Bautista, P.E.

Chief, Engineering & Construction Division

Galveston District



U.S. Army Corps of Engineers
U.S. ARMY **ENGINEERING STRONG**®

General Engineering Section Functions

- Lead engineer for all projects – E&C POC, manages ITR and BCOES reviews
- Prepare designs for Construction General (CG) CW Projects
- Provides PDT member for all General Investigation (GI) Planning Studies
- Prepares designs for O&M facility type projects
- Prepares RFPs for design-build solicitations
- Package all designs for internal review and contract solicitation
- Manage CADD standards and SpecsIntact Program for design

Geotechnical and Structures Section Functions

- Perform geotechnical and structural design and review in support of O&M, CG, GI, Dam Safety and Levee Safety programs and contract modifications
- Manages Dam Safety Program
- Manages Levee Safety Program

Professional Services Section Functions

- Develop Cost Estimates in support of contract solicitations, contract modifications, planning studies, and 902 updates
- Manages Value Engineering (VE) Program and leads VE studies on projects >\$2M but <\$10M
- Manages Architect-Engineer (A/E) Contracting – typically geotechnical investigations, surveys, and VE studies >\$10M



General Engineering Section Functions

- Lead engineer for all projects – E&C POC, manages ITR and BCOES reviews
- Prepare designs for Construction General (CG) CW Projects
- Provides PDT member for all General Investigation (GI) Planning Studies
- Prepares designs for O&M facility type projects
- Prepares RFPs for design-build solicitations
- Package all designs for internal review and contract solicitation
- Manage CADD standards and SpecsIntact Program for design

Geotechnical and Structures Section Functions

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Hydrology & Hydraulics/Reservoir Control Branch Functions

- Provide Resources for District Project Development Teams (PDT)
- Perform H&H/Coastal Studies & Analysis to Support Planning, Design, and Construction of Projects
 - ▶ Floodplain Hydrology (Rainfall, Runoff, Forecasting, Analysis of Flooding)
 - ▶ Hydraulic Design (Channels, Control Structures, Erosion and Sedimentation Control)
 - ▶ Coastal Hydraulics (Wave Analysis, Storm Surge Modeling, Littoral Deposition and Erosion)
 - ▶ Modeling for Navigation Design (Ship Simulation, Sedimentation Analyses for Dredged Channels, Salinity and Contaminant Modeling)
- Hydrologic Support for Reservoir Control (Forecasting, Decision Support for Gate Control Operations, CWMS)
- Floodplain Management Support (Coordination of Federal and Non-Federal Project Operations)
- Emergency Management Decision Support (Flooding, Hurricanes)
- Review of Regulatory Permits (Flood Impacts)
- GD&S/CADD Management



Construction Branch Functions

- Provide Resources for District Project Development Teams (PDT)
- Provide oversight of and guidance to Area/Resident Offices.
- Conduct contract preaward surveys.
- Negotiate 8(a) Contracts (sole source contracts).
- Liaison between District Elements and Area/Resident Offices.
- RMS POC for District.
- CCASS Focal Point for Construction.
- Perform Project Quality Evaluation (DCE) Inspections.
- Monitor RMS status of projects.
- Assist with preparation of Independent Government Estimates for modifications.
- Assist Area/Resident Offices with negotiating modifications, reviewing contract claims.
- Review modification packages, final pay estimates for processing.
- **Manage** S&A funds.





Comments/Questions?



Student Employment Opportunities

Alvin Garcia
Financial Management Analyst (Intern)
Resource Management Office (RMO)

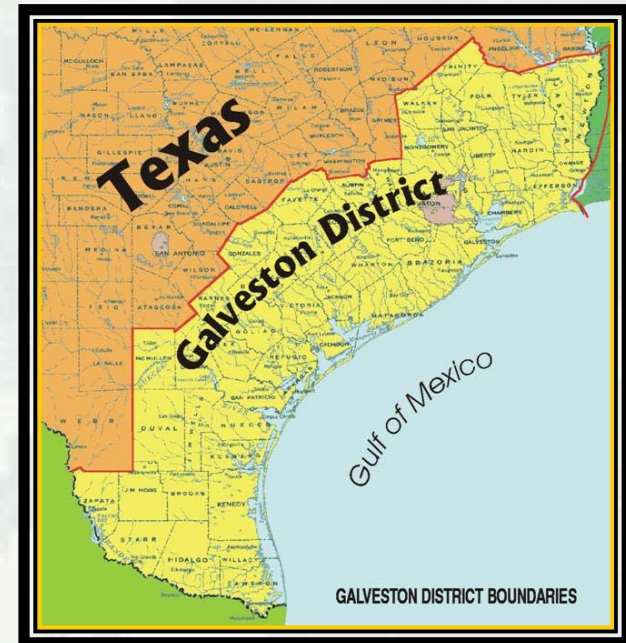


US Army Corps of Engineers
BUILDING STRONG®



Agenda

- Introduction to USACE
- USACE Occupations
- Student Opportunities – Pathways Program
 - Summer Hire
 - Internships
 - Recent Graduates
- Benefits
- Vacancy Announcements Coming Soon
- How to Apply?
- Questions?



Introduction to USACE



Who are we?

One Disciplined Team!



The U.S. Army Corps of Engineers (USACE) is one disciplined team comprised of approximately 35,000 dedicated civilians and over 600 soldiers delivering engineering services to customers in more than 90 countries. The USACE team includes a headquarters office, division offices, district offices, centers, labs, and active duty components – each working to provide better, safer, and more environmentally sound services to federal, state, and local agencies, as well as international communities. The services provided by USACE include a full range of planning, engineering, design and construction management, program management, real estate, research and development, and technical assistance services.



USACE Occupations

Join Our Team

Below is a representative sample of USACE civilian occupations in our offices across the U.S. and around the world.

- Civil Engineers
- Mechanical Engineers
- Electrical Engineers
- Environmental Engineers
- Chemical Engineers
- Structural Engineers
- Biologists
- Administrative
- Resource Management
- Internal Review
- Project Engineers
- Engineering Technicians
- Construction Control Reps
- Architects
- Survey Technicians
- Realty Specialists
- Lock and Dam Operators
- Contract Specialists
- Park Rangers



Pathways Program

- Offers employees at all career levels the potential to build skill sets through the Pathways Program
- Programs present clear paths to internships for students from high school through post-graduate and to careers for recent graduates
- Provides significant training and career development opportunities to those beginning their Federal career



More Information:

<https://www.usajobs.gov/StudentsAndGrads>



Pathways Summer Hires Program

- Temporary Summer positions NTE 120 days (May – Sept)
- Appointment will not exceed 120 days and extensions are not authorized
- Candidates with previous summer hire positions, must re-apply for permanent jobs under other Pathways Intern and/or Pathways Recent graduate positions
- Provides students in high schools, colleges, trade schools with paid opportunities to work in agencies and explore Federal careers



Pathways Internship Program

- Program replaces the Student Career Experience Program (SCEP) and Student Temporary Employment Program (STEP)
- Designed to provide students enrolled in a wide variety of educational institutions, from high school to graduate level, with opportunities to work in agencies and explore careers within USACE while still in school and while getting paid for the work performed.
- May work part- or full-time, while gaining valuable work experience directly related to career goals or field of study
- May be noncompetitively converted to a career, career-conditional, or term appointment at the completion of their degree—diploma or certificate—if they have successfully completed at least 640 hours of work for the agency



Pathways Recent Graduates Program

- Designed to prepare employees who have recently graduated from qualifying educational institutions or programs for subsequent advancement in professional, administrative, and technological fields.
- Employees will receive an Individual Development Plan (IDP) designed to track career planning, professional development, and training activities. This IDP will be used to provide training through mentorship, on-the-job training and formal classroom instruction.
- Participants must have obtained a qualifying degree, or completed a qualifying career or technical education program, within preceding 2 years.
- Veterans having military service obligations must be appointed within 6 years of obtaining a qualifying degree or completing a qualifying program.
- Candidates must meet Office of Personnel Management (OPM) qualification requirements for the position being filled.



Benefits

Sample Salary Ranges*:

GS-3: \$29,052 - 37,767

GS-4: \$32,614 - \$42,398

GS-5: \$36,489 - \$47,435

GS-7: \$45,200 - \$58,761

GS-9: \$55,289 - \$71,870

GS-11: \$66,893 - \$86,961

GS-12: \$80,179 - \$104,232

GS-13: \$95,343 - \$123,951

*Note: Above salary ranges are based on the 2016 General Schedule salary table Houston. Actual amounts will vary by locality pay area.



- Competitive annual salaries with cost of living increases
- Promotion opportunities
- Vacation and sick leave
- Health and life insurance
- Retirement plan
- 401K equivalent, with up to a 5% matching government contribution
- 10 paid Federal holidays
- Family Friendly Leave
- Flexible hours and alternate work schedules
- Telework arrangements may be available
- Possible student loan repayment
- Recruitment and Relocation Bonuses may be awarded for difficult to fill positions.



Vacancy Announcements Coming Soon

FUTURE USACE GALVESTON DISTRICT VACANCY ANNOUNCEMENTS						
Position Title	Number Vacancies	Office	Position Type	Duty Location	USAJOBS Date	NOTES
Student Trainee (Administrative and Office Support) GS-0399-03	2	Regulatory Division	Student	Galveston, Texas	March-April 2016	Summer Hire, NTE 120 days
Student Trainee (Administrative and Office Support) GS-0399-03	1	Regulatory Division	Student	Corpus Christi, Texas		
Student Trainee (Park Ranger) GS-0099-02	1	Operations Division	Student	Galveston, Texas	March-April 2016	Summer Hire, NTE 120 days
Student Trainee (Administrative and Office Support) GS-0399-03	1	Operations Division	Student	Freeport/Brazoria, Texas	March-April 2016	Summer Hire, NTE 120 days
Student Trainee (Administrative and Office Support) GS-0399-03	1	Operations Division	Student	Matagorda, Texas		
Student Trainee (Administrative and Office Support) GS-0399-04	1	Internal Review Office	Student	Galveston, Texas	March-April 2016	Summer Hire, NTE 120 days
Student Trainee (Administrative and Office Support) GS-0399-03	2	Resource Management Office	Student	Galveston, Texas		
Student Trainee (Engineering Technician) GS-0899-04	2	Engineering & Construction Division	Student	Corpus Christi, Texas	March-April 2016	Summer Hire, NTE 120 days
Student Trainee (Civil Engineering) GS-0899-04	2	Engineering & Construction Division	Pathways Internship Program; may be permanent	Corpus Christi, Texas	March-April 2016	Upon meeting regulatory & performance requirements, the incumbent may be promoted non-competitively to the target level GS-11 through intervening grade(s) of GS-05/07/09
Student Trainee (Civil Engineering) GS-0899-04	2	Engineering & Construction Division	Pathways Internship Program, may be permanent	Galveston, Texas	March-April 2016	
Regulatory Specialist (Interdisciplinary), GS-0401/1301-7/9/11	1	Regulatory Division	Recent Graduates, permanent	Galveston, Texas	March-April 2016	Students who have graduated in the past 2 years; Veterans who have graduated within the last 6 years
Regulatory Specialist (Interdisciplinary), GS-0401/1301-7/9/11	2	Regulatory Division	Recent Graduates, permanent	Corpus Christi, Texas	March-April 2016	



How to Apply

Steps for applying using USAJOBS:

<http://jobsearch.usajobs.gov/a9arcoe.asp>

Input search criteria in the “**Keyword Box**”, such as: “Pathways”, “Biologist”, or “Ranger”. You can also search on specific job skills, the Vacancy Announcement Number, or geographical location, “**Galveston, Texas.**” Make sure that the search field is selected for US Citizens not Federal Employees

- Click on the blue “**Search.**” Box
- Click on the Job Announcement
- Click on “Apply Online” on the right side of the page.
- Sign in to USAJOBS account.
- Check box for statement that begins “I certify...”
- Click button at bottom that says ‘Apply for this position now!’

You must have a current resume in the USAJOBS database before you can apply for a position. After you your resume in the system, select the “Apply Online” button located at the bottom of the vacancy announcement to which you wish to apply



Questions?

