



# National Park Service Academy

## What is Academy?

The **NPS Academy** is an innovative and immersive program designed to introduce a diversity of participants from backgrounds historically underrepresented in the National Parks, to career opportunities with the NPS. This program utilizes experiential learning to enhance participant career exploration.

**Academy consists of four components:** *orientation, internship, continued professional development and ambassadorship.*

## How to apply?

**Participants:**  
Apply through ACE website in late fall.

**Host Parks:** Respond to “call for host parks” communication that is sent out late summer/early fall or connect with the ACE NPS Academy Member Coordinator. Selected parks will be notified in the fall.



## What is provided?

**ACE Provides:**  
Outreach, recruitment, member support (HR, AmeriCorps, PLC documentation, workers compensation, timesheets and payroll), uniform (work shirts/polos, raincoat, fleece, beanie, hat & name tag).

**NPS Host Site Provides:**  
A staff mentor (separate from project partner/site lead), provides opportunities to shadow other divisions, provides housing or funds for non-NPS housing and resources to secure it, provides position specific training and PPE.

## NPS Academy Timeline

**Winter (Dec-Feb):**  
Academy participant recruitment and selection

**Spring (Mar-May):**  
Member Spring Orientation (March), host park orientation webinar and internship start dates

**Summer (Jun-Aug):**  
Internships. (can extend beyond August and start before June)

**Fall (Sept-Nov):**  
Member exits (post-surveys, PLC documentation, alumni engagement). Reporting and prep for next year



# Additional Program Details

## Member timeline:

Recruitment for Academy participants begins in November, selections are made by the end of January, the orientation occurs in March, and internships have historically taken place between May-October (varying from 12-22 weeks in length, subject to park needs)

## Member Contributions for 2023:

- Average of 40 hours of service per week for a total of 80 in each pay period
- AmeriCorps Requirements: Mid-term check in, required enrollment and exit paperwork
- Academy Expectations: March Orientation, goals prepared by start of summer positions, meeting with host-site park leadership, three reflection pieces (multiple formats are acceptable), participation in summer workshops, final presentation for host park

## Orientation:

NPS Academy provides an overview of the National Park Service rooted in the NPS Universal Competencies through the lens of three main themes:

- Connections...to people and place
- Diversity...of parks, people and stories
- Legacy...of the NPS and of Academy participants as individuals

## Components:

- Orientation: Multi-day experience in Grand Teton National Park, graciously funded by the Grand Teton National Park Foundation
- Internship: 12+ week internship that includes housing, an NPS Mentor, opportunities to shadow other divisions, and a weekly living allowance
- Ambassadorship & Continued Professional Development: opportunities post-internship for professional advancement, support of national parks and public lands



## Academy Partners



## Contact Information

For general program questions:

**Deja Charles - NPS Academy Member Coordinator**

[dcharles@usaconservation.org](mailto:dcharles@usaconservation.org)

For funding and agreement questions:

**Jen Wells - EPIC NPS Associate Director**

[jwells@usaconservation.org](mailto:jwells@usaconservation.org)