



Department of Environmental Quality

Internships, Volunteers, Minorities/Females AND Summer Student Program

Human Resources Office

DESCRIPTION

The Department of Environmental Quality (DEQ) has initiated an Internship, Volunteer, Minorities/Females and Summer Student Program. The Program's objective is to provide professional level work experience for college students, and was established as one of the key initiatives in the Department's commitment to expand and enhance equal opportunity efforts. The Program will expose talented potential employees to DEQ's mission and programs, allow DEQ to complete specific projects, and provide an opportunity to attract qualified minorities and Females for DEQ employment. The Program's provide the student with real work experience that will enable them to compete more effectively for DEQ full-time employment; a chance for the students to use their talents in a realistic environment; and for earning course credit hours where applicable. Volunteer and Internship assignments are available throughout the year. Employment for the Summer Program runs from May to September and is a paid assignment. Each year, updated advertisements and applications are sent to colleges and universities, along with any other appropriate advertising efforts. Request for Summer Student¹ or Interest Survey² forms are distributed to all division and regions to determine which divisions and regions can provide professional level projects for a student. . There is a competitive recruitment and selection phase which consists of screening applications and matching students to appropriate divisions that submitted challenging professional level projects. During this phase, the potential supervisor and prospective summer/volunteer/intern can meet to discuss the projects. The volunteer/internship assignment may be paid or unpaid. However, compensation will depend on whether the division or region can provide pay.

ELIGIBILITY

Students enrolled as undergraduate juniors, seniors, or those in a graduate program in an accredited institution are encouraged to apply. Students participating in these Programs must exhibit a genuine interest in learning about the agency as well as gaining practical work experience.

PROCEDURE

Students are required to:

- Complete and submit a state application DHRM form 10-012 (Attached –double click in application form)
- Enclose a letter of certification verifying an internship assignment is required from the college coordinator/sponsor to earn credit
- If the student is selected for the Paid Internship or Summer Program, the student must complete new hire paperwork for employment

Divisions/Regions are required to:

- Submit an Interest Survey or Request for summer worker form to HRO
- Provide the college or university with any performance reviews or other information required pertaining to the student's assignment and progress if earning credits

HRO Action:

- Offer letter is generated by HRO regarding the specifics of employment

Disclaimer: Participation in the Programs is not a guarantee of full-time employment. DEQ will not pay for educational cost expenses in relationship to these programs.

¹ Request for Summer Student Worker Form. See Attachment 1

² The Interest Survey is necessary to get a feel for the kinds and number of assignments available throughout the agency. See Attachment 2.

**DEPARTMENT OF ENVIRONMENTAL QUALITY
REQUEST FOR SUMMER STUDENT WORKER**

Role Code: _____

Working Title: _____ **Pay Band:** _____

No. of Students Needed: _____ **Hrs/Wk:** _____

Region/Office: _____ **Major:** _____

Class Year: _____ **Time Period Needed: From** _____ **To** _____

Primary Duties:

KSA's Required: _____

Funding Source :(REQUIRED) _____
Prog/Sub-Prog/Element/Project/Cost/Fund/Activity/%

Justification:

Requester: _____ **Phone:** _____
(Print)

Signature: _____ **Date:** _____

Office Director: Approve [] Disapprove []

Signature: _____ **Date:** _____

Please return completed form to Summer Program Coordinator
Lisa F. Cates, HR Generalist
DEQ – Human Resources Office
629 E. Main Street, 7th Floor
Richmond, VA 23219

DEPARTMENT OF ENVIRONMENTAL QUALITY
DIVISION/REGION INTERNSHIP/VOLUNTEER INTEREST SURVEY

- 1. Region/Division: _____ Date: _____

- 2. Person Completing Survey: _____ Phone: _____

- 3. Are you interested in a: Volunteer Intern
If Intern will this position be: paid unpaid for credit
Hourly Salary: \$_____

- 4. Position Title: _____

- 5. Recommended Length of Assignment: From (date)_____ to (date)_____

- 6. Description of Duties: _____

- 7. Qualifications: _____

- 8. Additional Information: _____

Please return completed form to Internship Coordinator

Lisa F. Cates, HR Generalist
DEQ – Human Resources Office
629 E. Main Street, 7th Floor
Richmond, VA 23219

Commonwealth of Virginia



Send this application directly to the agency announcing the vacancy.

Please print in ink (preferably black) or use typewriter

An Equal Opportunity Employer

Number of attachments _____

Position number _____

Application for Employment

Employees of the Commonwealth and applicants for employment shall be afforded equal opportunity in all aspects of employment without regard to race, color, religion, political affiliation, national origin, disability, marital status, gender or age.

As a means of accommodation to persons with specific disabilities that prevent them from completing this application, confidential assistance in filling out this application may be obtained by calling the agency to which you are applying.

1. Position applied for _____ (one per application) 2. Agency _____

3. Social Security No. _____ (Note: Completion of number three is optional. Failure to submit social security number on this form will not prohibit employment consideration. Social security number may be required on other forms prior to employment.)

4. Full legal name _____ Last First Middle 6. Home Phone () _____

5. Address _____ 7. Business Phone () _____

_____ City State Zip 8. E-mail Address _____

9. EDUCATION

- a. Check highest grade completed []1 []2 []3 []4 []5 []6 []7 []8 []9 []10 []11 []12
b. If you did not complete high school, do you have a high school equivalency diploma? [] Yes [] No
c. Check number of years of post high school education []1 []2 []3 []4 []5 []6 []7

Table with 5 columns: Name and Location of Institution, Hrs, Degree Received, Major or Specialty, Minor, Dates Attended. Rows 1, 2, 3.

d. If you expect to complete an educational program in the near future, please indicate what type of degree or program and expected completion date: _____

10. EXPERIENCE — Use Supplementary Experience Form(s) for additional space. Starting with the most recent, describe ALL paid, military and applicable voluntary experience. Highlight your knowledge, skills and abilities which best demonstrate your qualifications for this position. You may list significantly different jobs within the same organization as separate items. May we contact your present supervisor? [] Yes [] No

a. Job Title _____ Duties: _____
Employer _____
Address _____
Phone _____
Type of business _____
Immediate supervisor _____
Title _____ Number and titles of employees you supervised _____
Salary (start) _____ (finish) _____ Equipment used _____
Dates (mo/yr) _____ to (mo/yr) _____ Reason for leaving _____
Full-time Part-time Hours/week Your name if different from present _____
b. Job Title _____ Duties: _____
Employer _____
Address _____
Phone _____
Type of business _____
Immediate supervisor _____
Title _____ Number and titles of employees you supervised _____
Salary (start) _____ (finish) _____ Equipment used _____
Dates (mo/yr) _____ to (mo/yr) _____ Reason for leaving _____
Full-time Part-time Hours/week Your name if different from present _____

Employer _____
 Address _____

 _____ Phone _____
 Type of business _____
 Immediate supervisor _____
 Title _____ Number and titles of employees you supervised _____
 Salary (start) _____ (finish) _____ Equipment used _____
 Dates (mo/yr) _____ to (mo/yr) _____ Reason for leaving _____
 Full-time _____ Part-time _____ Hours/week _____ Your name if different from present _____

d. Use this space for any additional information you think would help us evaluate your application, including training, seminars, workshops, and special achievements or specialized skills:

e. Automated word processing (specify equipment)

Typing speed _____ words per minute. Shorthand speed _____ words per minute

f. License (to include driver's), certificate or other authorization to practice a trade or profession.

Type	License Number	Granted by (licensing board)

10. **REFERENCES**

List names, addresses and relationships of three persons not related to you who know your qualifications:

Name	Address	Phone	Relationship

11. **MISCELLANEOUS**

- a. Check which shift you will accept: Day Evening Night Rotating Weekends Specify shift hours _____
- b. Check which job status you would accept: Full-time Part-time (specify) _____
- c. Check which employment status you'd accept: Salaried (benefits) Hourly (No benefits) Part-time salaried (leave benefits only)
- d. Are you willing to accept employment which requires you to travel? No Yes. If yes, During the day only, Occasionally overnight, Frequently overnight.
- e. List the geographic locations in which you are willing to work. If anywhere in Virginia, write "all" _____
- f. For purposes of compliance with The Immigration Reform and Control Act, are you legally eligible for employment in the United States? Yes No. Under the Immigration Reform and Control Act of 1986, you will be required to fill out a certification verifying that you are eligible to be employed and verifying your identity. Further, you will be required to provide documentation to that effect should you be employed.
- g. Are you willing to provide your own transportation if necessary for your employment? Yes No.
- h. Section 2.1-32.1 of the Code of Virginia prohibits any board, commission, department, agency, institution or instrumentality of the Commonwealth from employing a person who is required to present himself and submit to the federal Selective Service registration requirement and failed to do so. If you are/were required to register for the Selective Service, have you done so? Yes No.
 If no, state reason: _____
- i. For purposes of compliance with Section 2.1-112 of the Code of Virginia, are you a veteran who received an honorable discharge and served more than 180 consecutive days of full-time active duty in the US Army, Navy, Air Force, Marines, or reserve components thereof, including the National Guard? Yes No. If yes, did you serve during the Vietnam Conflict (2/28/61-3/7/75)? Yes No
- j. Have you ever been convicted* for any violation(s) of law, including moving traffic violations. Yes No If YES, please provide the following:
 Description of offense: _____
 Statute or ordinance (if known): _____ Date of Charge: _____ ; Date of Conviction _____
 County, City, State of Conviction: _____
 (For additional convictions use plain paper. Include all information listed above.)

*Convictions include Virginia juvenile adjudications for Capital Murder, First and Second Degree Murder, Lynching, or Aggravated Malicious Wounding, if you were age fourteen (14) to eighteen (18) when charged.

12. When will you be available to start work? (No date is necessary if you are available as soon as you give two (2) weeks notice.)
 _____ Month _____ Day _____ Year

13. **CERTIFICATION**--Each Application Requires Current Date and Original Signature

I hereby certify that all entries on both sides and attachments are true and complete, and I agree and understand that any falsification of information herein, regardless of time of discovery, may cause forfeiture on my part to any employment in the service of the Commonwealth of Virginia. I understand that all information on this application is subject to verification and I consent to criminal history background checks. I also consent to references and former employers and educational institutions listed being contacted regarding this application. I further authorize the Commonwealth to rely upon and use, as it sees fit, any information received from such contacts. Information contained on this application may be disseminated to other agencies, nongovernmental organizations or systems on a need-to-know basis for good cause shown as determined by the agency head or designee.

Date _____ Applicant Signature _____

Pursuant to federal regulations, we collect responses to the questions below for record keeping purposes. This information will NOT be kept with your application for employment. Federal law prohibits unlawful discrimination on the basis of race, color, sex, age, national origin, religion, or disability.

Check the block for the racial or ethnic group with which you identify:

- White (includes Arabian)
- Black (includes Jamaican, Bahamians and other Carribbeans of African but not Hispanic or Arabian descent)

- Hispanic (includes persons of Mexican, Puerto Rican, Central or South American or other Spanish origin or culture)
- Asian & Asian American (includes Pakistanis, Indians & Pacific Islanders)
- American Indians (includes Alaskans)

Check the block for the highest level of education you have completed (check only one):

- Less than 8th grade
- Completed 8th grade
- Attended high school
- High school graduate or equivalent

- Attended college and/or associate degree
- College graduate
- Attended graduate school
- Master's degree
- Graduate study beyond master's requirements
- Ph.D. or professional degree

Check the appropriate block:

- Female
- Male

Please indicate your date of birth: _____/_____/____

Position applied for: _____

Position number: _____

FOR OFFICE USE ONLY

EEO Category: _____

How did you find out about this employment opportunity?

- Newspaper*
- Radio/TV*
- VEC
- State RECRUIT system
- Agency Bulletin Board
- Other (please specify)

*specify name of newspaper or other media
