Join FEMA

Public Assistance Field Support Apprentice (PAFSA)

FEMA For More Information: FEMA-PA-RAS@fema.dhs.gov with subject line "PAFSA [Last, First Name]"

Begin Your Career With FEMA!

Public Assistance Field Support Apprentice (PAFSA)

FEMA's mission is to help people before, during, and after disasters.

Why Public Assistance Field Support Apprentice (PAFSA)?

The Public Assistance Division is piloting the NEXT Generation apprentice program with the mission to build the next generation of Public Assistance leaders that will reflect the communities that FEMA serves.

Program Structure

The four (4) year, full-time apprenticeship includes interactive formal training, hands-on simulations, real-world case studies, mentoring & coaching, capstone project, and national deployment for practical field experience.

Year 1: Start at IC 5 entry-level, initial training & mid year training, deployment.
Year 2: Progress to IC 7 level, training, deployment.
Year 3: Progress to IC 9 level, training, deployment.
Year 4: Progress to IC 11 mid-level, training, deployment.

Responsibilities

- Become skilled in PA's Delivery Model process.
- Successfully complete all PAFSA training requirements.
- Use customer support skills.
- Provide assistance throughout all phases of the applicant process.
- Contribute to disasters daily operations.

Qualifications

- Spring 2024 Graudate
- Able to deploy for length of program
- Strong communication skills
- Strong customer Service Skills
- Strong interest in Public Service

Full-Time Cadre of On-Call Response (CORE) / Recovery

Cadre of On-Call Response/Recovery Employees (CORE) are full time employees hired to directly support the recovery efforts related to disasters.

Register for Info Session

https://www.surveymonkey.com/r/RSRPZG6

How to Apply

Email resume to fema-pa-ras@fema.dhs.gov with the subject line "PAFSA [Last, First Name]".

Contact Information

Please email any questions to fema-pa-ras@fema.dhs.gov.

Public Assistance Next Generation Program – Frequently Asked Questions

FEMA's Public Assistance (PA) Division has implemented its inaugural PA NEXT Generation Program which will develop future FEMA leaders through a continuum of structured training, experiential learning opportunities, and mentoring.

What is the PA NEXT Generation Program?

PA NEXT is a program to support the development of FEMA's next generation of leaders. Over the span of four years, PA Field Support Apprentices (PAFSA) will progress in their careers from entry-level positions to mid and senior level positions, guided by a tailored development plan. By integrating diverse training methodologies and providing ongoing support, PA NEXT ensures PAFSAs are prepared to navigate a successful and enduring career at FEMA, as well as make a considerable impact supporting the nation's communities.

What is the role of a Public Assistance Field Support Apprentice (PAFSA)?

As a participant in a career development program, the PAFSA will support disasters and/or regional offices by providing customer service, supporting program delivery, and operational efforts. This exposure and experience will help build a pathway for continuous development, providing opportunities to grow and preparation for emergency management positions.

What can a PAFSA expect from the program?

PA NEXT offers a structured learning experience that combines field deployment, classroom instruction and mentorship. PAFSA's who join the program can expect to gain valuable hands-on experience, acquire new skills, and work closely with experienced professionals in the emergency management field. This experience will prepare them for future leadership roles within FEMA's PA Division.

How long does the PA NEXT Generation Program last?

PA NEXT is a four-year program where PAFSA's progress in their careers from entry-level positions with the opportunity to expand to mid and senior level positions, guided by a tailored development plan.

What benefits come with the program?

As a participant, you will be eligible for all employment benefits as a Cadre of On-Call Response/Recovery Employee (CORE). Benefits include health insurance, life insurance, retirement, 10 paid holidays per year, vacation time, and more. Additionally, with this position, the participant will work from their residence of record unless deployed or on travel.

Will I need to travel with this program?

Yes, though this is considered a remote position, meaning you are eligible to work from your residence of record, the participants will be expected to travel (deploy) for 200+ or more days per year. Deployment/work travel is reimbursed, including per diem for meals and incidentals. The participants will be issued a FEMA Travel Card that they will be responsible for mainting.

Where will I be traveling to?

The participants will be assigned to disaster declarations in Regions 4, 6, and 8. This covers the states of Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee, Arkansas, Louisiana, New Mexico, Oklahoma, Texas, Colorado, Montana, North Dakota, South Dakota, Utah, and Wyoming.

What are requirements for the program?

Generally, applicants should have a high school diploma, or equivalent, a strong willingness to learn and develop new skills, and a passion for working with individuals recovering from a disaster.

Is joining the PA NEXT program competitive?

Admission into the program is competitive, as all perspective applicants will be evaluated based on their work, education, trade, and other factors.

Do I need to have a security clearance to join the PA NEXT program?

A security clearance is not required. However, you must successfully pass a background investigation. All selected applicants must undergo, successfully pass, and maintain a background investigation for Public Trust as a condition of placement into this position. This may include a credit check after initial job qualifications are determined, a review of financial issues, such as delinquency in the payment of debts, child support and/or tax obligations, as well as certain criminal offenses and illegal use or possession of drugs (please visit: Mythbuster on Federal Hiring Policies for additional information).

If selected, am I expected to participate in all four years of the program?

Participants are expected to complete the program within a four-year timeframe, with progress assessed through performance evaluations and meeting program requirements.

What happens after I accept the PAFSA position?

If selected for this position, PAFSAs will be required to complete FEMA's onboarding and a subsequent orientation. Additional orientation information will be provided after candidates are selected.

What areas does the PA NEXT Training Program cover?

The PA NEXT training program will cover technical, and non-technical sessions to ensure PAFSAs are prepared to perform their role in the field successfully, as well as manage their career as future leaders of FEMA.

Can current FEMA employees apply?

Any current FEMA employee may apply including PFT, CORE, or reservist employee types.