



U.S. Department of the Interior  
Bureau of Land Management



# BLM Public Land Corps Program





# What is the Public Land Corps Act?

- The Public Land Corps (PLC) Act of 1993, as amended in 2005, and in 2017 with the National Park Service Centennial Act, provides authority for the Federal government to utilize and expose youth to public service by hiring young adults (ages 16 to 30) and veterans (ages up to 35) to perform needed conservation activities and assist the Federal government with natural and cultural resources.
- The legislation authorizes the DOI Secretary to:
  - provide service-learning opportunities on public lands;
  - help restore the country's natural, cultural, historic, archaeological, recreational and scenic resources;
  - train a new generation of public land managers and conservation leaders; and
  - promote the value and ethic of conservation service on public lands.





# What is the PLC Program?

- The PLC is a work and education program involving the nation's conservation and service corps that contributes to the rehabilitation, restoration, and repair of public land resources and infrastructures. PLC projects provide opportunities for community and national service, work experience and training to men and women, and veterans who are unemployed or underemployed persons.
- The BLM does not engage PLC members directly, but instead partners with qualified youth corps and other organizations through cooperative agreements to provide appropriate conservation projects and training opportunities.
- PLC participants who fulfill program requirements receive a Non-competitive hiring status certificate, which allows them to apply for federal non-competitive merit promotion positions.





# What types of projects do PLC members accomplish?

An “appropriate conservation project” for the BLM is any project for the “conservation, restoration, trail maintenance, or rehabilitation of natural, cultural, historic, archaeological, recreational, or scenic resources.” Such projects should:

- provide long-term benefits to the public;
- instill in the participant a work ethic and a sense of public service;
- be labor-intensive on the ground work;
- provide academic, experiential, or environmental education opportunities; and
- be developed with the shortest time frame of completion with a maximum three year cooperative agreement.

Projects should not displace federal employees, be used instead of hiring a fulltime employee, or allow interns to make policy decisions.





# Examples of Projects:

**Indoor projects must include a field component that involves at least 120 hours spent outdoors on public lands. Examples of appropriate conservation projects:**

- Trail building, maintenance, and restoration, and other improvements to visitor and recreation facilities, e.g., signs, kiosks, campgrounds.
- Wildlife protection and habitat restoration, including reduction of invasive species,
- Development and implementation of natural and cultural resource stewardship plans or educational and informational materials for visitors.
- Production of materials and programs on natural and cultural/paleontological resources, communication outreach, visitor education, and interpretation of natural and cultural resources.
- Performance of studies such as resource inventories; historic or archival research; archaeological digs; oral histories; historic preservation, habitat surveys, etc.
- Preservation of cultural resources, including historic structures.
- Reduction of wildfire risk to communities, watersheds, and public land ecosystems.
- Performance of indoor projects, such as science, policy, or program internships, with a clear benefit for natural, cultural, or historic resources.





# Project Organization and Time Frame:

BLM PLC projects may be organized: 1) in a crew-based format where the participants work collectively and intensely together under supervision of trained and experienced crew leaders or conservation professionals; or 2) as individuals or small teams under the direction of conservation professionals on specific individual tasks, which requires dedicated attention.

- In either case, participants should be directly supervised by trained and experienced crew leaders or staff from the partner organization. BLM conservation professionals may provide project guidance and mentoring, but may *not* serve as direct supervisors.
- While there is no maximum number of hours that a PLC participant may serve, an individual may not be assigned to the same PLC project for more than two years for part-time work, and no more than one year for full-time work.





# What are the partner's responsibilities?

Youth and conservation corps:

- Provide funding for up to 25% of the total project cost
- Recruit, select and hire participants
- Process participant stipends or payroll
- Cover and process Office of Workers Compensation Programs claims for non-BLM participants
- Provide field per diem for field-based crews
- Deploy crews with crew leaders
- Supervise and managing the day-to-day activities of the crews
- Coordinate and conducting work training
- Facilitate PLC Hiring Certificate paperwork

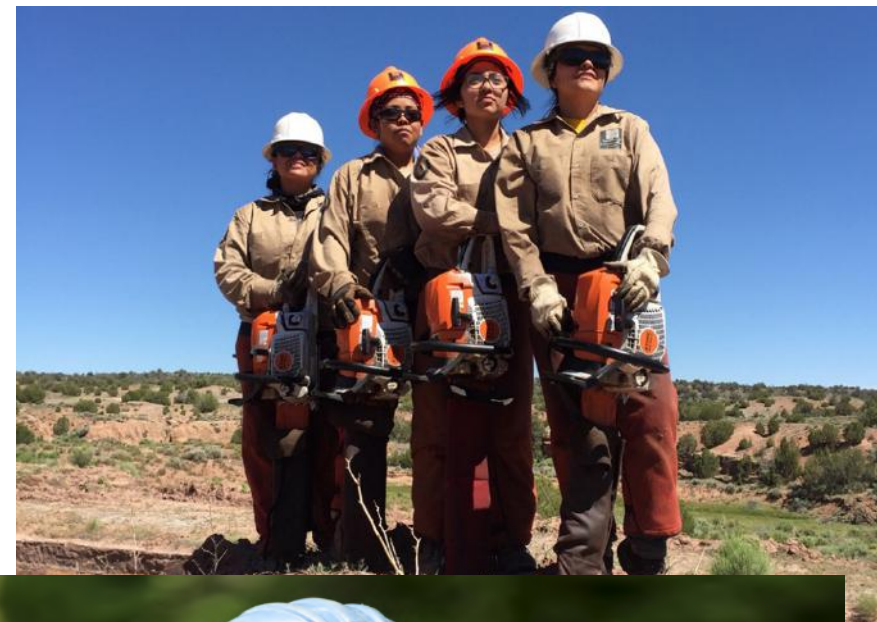






# Qualified PLC Participant:

- A qualified participants is an individual who meets the following conditions:
- Between the ages of 16 to 30 (veterans to age 35), at the time he or she begins term of service
- Selected by a corps program to serve in positions with the corps
- Has a high school diploma or equivalent or agrees to obtain an high school diploma or equivalent
- Did not drop out of elementary or secondary school to enroll in the program







# Public Land Hiring Authority

- PLC participants who fulfill program requirements are eligible to apply for Federal noncompetitive merit promotion positions for two years following completion of PLC service. This means that after all program requirements have been met, the PLC intern may apply for Merit jobs without having to compete with the general public or people with veteran's preference. However, the PLC intern will compete with other competitive service employees.
- PLC participants are issued a Public Land Corps certificate at the completion of their corps service and may continue an additional conservation service under the PLC program, however they cannot receive another certificate until after the 2 year expiration of their original certificate.





# PLC Hiring Eligibility:

In order to be eligible for non-competitive referral under Merit Promotion (MP) procedures, a former Public Lands Corps participant must:

- Served as a qualified youth between the ages of 16 and 30 years, on an appropriate conservation project and completed a minimum of 640 hours of satisfactory service that included at least 120 hours on Federal public lands
- Completed his/her most recent Corps service, which provided him/her with a total of 640 hours, inclusive of 120 hours on a PLC project on Federal lands, as defined in 16 U.S.C. 1723(d), within the last 2 years.
- Applied to a Job Opportunity Announcement (JOA) for which applications are being accepted from individuals with non-competitive merit promotion hiring status; and
- Meet the Office of Personnel Management (OPM) minimum qualification standards and any other qualification requirement(s) stated in the JOA for the position for which he or she is applying.

Appointment to the Federal service must be within 2 years of completion of the program. The individual must be on-boarded before the expiration of the 2 years. This authority cannot be used to hire an individual who is 33 years old or older.







# Public Land Corps Certificate Process

- Required Documents:
  - Workforce Hours Verification Form- Must be signed by the conservation corps, the BLM Cooperative Agreement Program Officer, the PLC Participant, and the BLM-AZ State Youth Coordinator.
  - Certificate- Provided by BLM Youth Coordinator to Youth Conservation Corps and PLC Participant.

## Public Lands Corps Participant Verification of Work Hours

Participant Name: Christina Yuu  
Email: Christina123@blm.gov  
Phone Number: (555) 341-3603

Project Supervisor Name (from Partner Organization): Sam Witmer  
Email: Conservation@css.org  
PhoneNumber: (555) 305-6721

Start and End Dates of Project	State/Center/Office	Organization Name & Phone Number	PLC? Yes/No	Location of Project	Project Type	Project Duties	Performance Satisfactory? Yes/No (notes)	Total Hours	Project Supervisor's Signature
Provide start/end dates for each project	Identify State & Field/District Office	Provide name & phone number of partner organization	Did project take place on Federal public lands?	Specify project location	Identify type of project-e.g., trail construction, habitat restoration, etc	Describe project duties	Yes or No/Provide details on participant performance		Project Supervisor from Partner Organization should sign here.
3/12/19 6/10/19	Lake Havasu, AZ Lake Havasu Field Office	National Conservation Corps	Yes	Lake Havasu Murray's Ramp	Recreation Facilities Restoration	improvements to visitor facilities, e.g., signs, kiosks, campgrounds	Yes	480	
5/4/19 9/3/19	Lake Havasu, AZ Lake Havasu Field Office	National Conservation Corps	Yes	Lake Havasu Field Office	Public Outreach	communication outreach, visitor education, and interpretation	Yes	420	
9/1/19 3/10/20	Lake Havasu, AZ Lake Havasu Field Office	National Conservation Corps	Yes	Colorado River Area	Fisheries Habitat Restoration	reduction of invasive species riparian area restoration	Yes	800	

I certify that these hours accurately represent the work I conducted on the listed projects.

Participant Signature \_\_\_\_\_  
Date \_\_\_\_\_

I certify that these hours accurately represent the work conducted by the participant on the listed projects.

Project Supervisor Signature (from Partner Organization) \_\_\_\_\_  
Date \_\_\_\_\_

Program Officer/Technical Advisor Signature (BLM staff) \_\_\_\_\_  
Date \_\_\_\_\_

State PLC Coordinator (BLM staff) \_\_\_\_\_  
Date \_\_\_\_\_



# Public Land Corps Certificate Process

- No later than one month prior to the project's end date, the partner organization will notify the State Youth PLC coordinator of a PLC participant's intention to seek certification for Non-competitive merit promotion hiring status after completing their Corps service term along with meeting the necessary hourly requirements.
- The partner organization will provide the PLC participant with a Work Hour Verification form to complete and sign. All cells must be filled before sending to Program Officer (PO)/Technical Officer (TA) for signature. PLC participant must ensure their total projects equal a minimum of 640 hours and separate their field projects from their office projects to ensure 120 hours were completed on federal lands or waters.
- The PO or the TA will review and sign the Verification Work Hours form after confirming with the partner organization that the PLC participant has satisfactorily completed the reported hours on the project.
- The partner organization will review and sign the Verification Work Hours form and send the signed form to the BLM-AZ State Youth Coordinator.
- The BLM-AZ Youth Coordinator will verify information is correct and complete. Provide copy to HR for review. Sign the Verification Workhours Form and issue a PLC Hiring Certificate to the PLC participant with a copy to the Youth Conservation Corps for their records.





# Things to check:

Verification Workhours form:

- All cells are completed.
- Dates include start and end date of each project.
- Project description is concise and detailed
- Field projects must be separated from inside office work projects
- Field work must total 120 hours
- Overall service/internship must total 640 hours
- PLC participant email is legible
- All parties sign form before submitting to BLM-AZ PLC Youth Coordinator



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 Phone Number: (555) 341-3603

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 Email: Conservation@css.org  
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Start and End Dates of Project	State/Center/Office	Organization Name & Phone Number	PLC? Yes/No	Location of Project	Project Type	Project Duties	Performance Satisfactory? Yes/No (notes)	Total Hours	Project Supervisor's Signature
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I certify that these hours accurately represent the work I conducted on the listed projects.

Participant Signature

Date

I certify that these hours accurately represent the work conducted by the participant on the listed projects.

Project Supervisor Signature (from Partner Organization)

Date

Program Officer/Technical Advisor Signature (BLM staff)

Date

State PLC Coordinator (BLM staff)

Date





# Please remember:

- PLC participants are only eligible for the PLC hiring status after they completed their corps service.
- PLC participants must be between the ages of 16- 30 years old (35 for veterans) at the time they enter their service. An individual entering the PLC program at the age of 30 must receive their PLC certificate by the age of 31 to remain eligible to use their PLC certificate before the age of 33.
- The two year time frame cannot be extended
- PLC participant may continue another PLC service after their initial service has ended, but cannot be assigned to the same PLC project for more than one year of full-time work and two year for part-time work.
- PLC certificates cannot be reissued after additional service projects have been completed. PLC participants continuing additional an additional service term must wait until the two year expiration date of their initial certificate has ended.
- Only the BLM-AZ PLC Coordinator has the authority to sign PLC certificates.
- PLC participants must speak to their Conservation corps about any issues or concerns and any questions concerning the PLC program.





# Thank you!

Any additional questions please contact :

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BLM-AZ State Office  
[bwheeler@blm.gov](mailto:bwheeler@blm.gov)  
602-417-9564