

## Logic Model: Growing a Robust and Sustainable Federal Workforce

**Overarching Goal:** Expose, enroll, retain, & inspire a diverse group of undergraduate students to pursue careers in food, agriculture, natural resources, or human sciences (FANH) and for our students to prioritize career pathways in federal employment.

**Assumptions:** 1) Removing negative stereotypes about FANH-related careers will lead to greater interest in USDA-related careers. 2) Providing financial support and high-impact practices will increase the number & diversity of students exploring/choosing FANH-related careers. 3) Providing strategic and innovative career development for navigating federal process will encourage more students to seek federal employment.

Resources/Inputs	Activities	Outputs: end of year 5	Outcomes
Diversity: HSI designation.  Proximity: Washington, DC  Established community partners: food systems & urban agriculture  Engaged faculty  Research and Education Centers supporting cross-disciplinary  USDA research fellow + Funding + Infrastructure + partnerships	A cross-disciplinary food system and sustainability (FSS) academic concentration  FSS scholars program with financial supports: expanded learning opportunities toward FANH-related careers  Workshop series: preparing for federal internships/ jobs  <i>Grow Arlington!</i> : hands-on introduction to urban agriculture & food security  <i>Plot Forward</i> : breaking stereotypes of agricultural-focused careers	≥ 16 courses in FSS concentration across 9 academic disciplines  32 students graduate as FSS scholars: ≥50% minority, ≥6 different academic majors  100% of FSS scholars, ≥40 non-FSS scholars complete federal workshop training: 80% apply for a federal internship  50% of FSS scholars complete a federal internship  ≥6 faculty engage in FANH-applicable research with students  96 high school students exposed to urban agriculture and USDA careers	FSS concentration is thriving, enrolling broadly diverse students across multiple majors who actively participate in the related academic & research activities.  Well-prepared students regularly secure federal internships in FANH-related career areas.  Federal workforce training program is fully embedded & regularly offered.  Robust FSS community engagement embedded in Saints Service Network.  Ongoing outreach to high school students to promote USDA jobs.

**Impact:** Negative stereotypes about USDA and federal careers are dispelled. An ongoing pipeline of well-prepared, diverse, and empowered college graduates fill a broad range of FANH-related USDA positions, thus decreasing the workforce shortage.