

**Animal Care**, part of the U.S. Department of Agriculture's (USDA) Animal and Plant Health Inspection Service (APHIS), is proud to sponsor the Chester A. Gipson Internship Program for undergraduate and graduate students in veterinary medicine, for which a scholarship is provided.

Animal Care is responsible for administering the Animal Welfare Act (AWA) and the Horse Protection Act (HPA). The AWA establishes requirements concerning the transportation, sale, and handling of certain animals and includes restrictions on the importation of live dogs for purposes of resale, prohibitions on animal fighting ventures, and provisions intended to prevent the theft of personal pets. The HPA seeks an end to horse soring (a procedure in which horses are subjected to chemical and/or mechanical irritants in order to enhance their gait) by preventing sore horses from participating in exhibitions, shows, sales, or auctions.

## What We Do

Animal Care employs a host of veterinarians, animal care inspectors, compliance specialists, program specialists, and other administrative and support staff. These professionals use their wide range of scientific, technical, and administrative skills to accomplish Animal Care's mission and administer the AWA and HPA.

One of Animal Care's primary responsibilities is to ensure that regulated animal breeders, dealers, brokers, transporters, exhibitors, and research facilities are licensed and registered under the AWA. Through inspections, outreach, and cooperative efforts, Animal Care works in concert with the regulated community to see that animals receive humane handling, care, treatment, and transportation.



# The Chester A. Gipson Internship Program

for Students in Veterinary Medicine and Other Biomedical Science Fields

Animal and Plant Health Inspection Service  
Program Aid No. 2226

## For More Information

This internship may be available annually. To check availability or learn more, call the Animal Care Resource Management Support Staff at **(301) 851-3751** or email us at [gipsonscholarship@usda.gov](mailto:gipsonscholarship@usda.gov).

For more on Animal Care's mission and work, visit us online at [www.aphis.usda.gov/animalwelfare](http://www.aphis.usda.gov/animalwelfare).

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## Who Is Dr. Chester A. Gipson?

Dr. Gipson dedicated more than 30 years of his professional veterinary career to APHIS, working

in various organizational units in USDA, including Veterinary Services (VS), Program and Policy Development, and Animal Care. During his time in VS, Dr. Gipson played a critical role in developing the Animal Care program and its policies. Later, as the Deputy Administrator of Animal Care, Dr. Gipson contributed to many advances in animal welfare, from policy and protocol development to management best practices.

During his 14 years in this role, Dr. Gipson was an essential part of the APHIS Leadership Team, lending his invaluable expertise and guidance on animal welfare issues. His influence has been global, and he has contributed to policy development and disease control in other countries (China and Australia) as well. Throughout his tenure in Animal Care, Dr. Gipson fostered relationships and partnerships that have made a long-lasting impact on APHIS, stakeholders, and many animal interest groups and organizations.

## What is the USDA Pathways Program?

The USDA Pathways Program offers different “pathway” opportunities for students and recent graduates to work in agriculture, science, technology, math, environment, management, business, and many other fields. One of these pathways is the USDA Internship Program, which provides paid work experiences for current students. Animal Care participates in this program, offering the Chester A. Gipson scholarship to help ensure a steady stream of talented veterinarians on our staff.

## Internship Experiences

We are dedicated to attracting and recruiting a diverse workforce to advance our goals. We offer a wide range of learning opportunities across many functional areas so our interns are prepared for life in public veterinary and regulatory fields. In doing so, we see great value in hiring students to help them link academic learning with professional employment.

As a Chester A. Gipson intern, you will experience real-world situations facing regulatory veterinarians every day. Interns in Animal Care may work in one or more of the following areas:

- Nonclinical Veterinary Care
- Compliance Inspections
- Policy Development
- Regulatory Enforcement
- Emergency Programs
- Outreach and Training
- Stakeholder Outreach and Engagement

## Internship Benefits

The Chester A. Gipson Internship provides students with:

1. A scholarship of up to \$7,500 per year for undergraduate studies and up to \$15,000 for graduate studies for tuition, books, tutors, and laboratory fees.
2. Paid employment during summer and school breaks as a Veterinary Student Trainee, participation in the Federal Employees Retirement System and Thrift Savings Plan (401K), and paid vacation and sick leave. Based on the length of the work periods, compensation may also include health insurance benefits.
3. The possibility of conversion, without further competition, to a permanent appointment with APHIS upon successful completion of a D.V.M. degree, training, and other work requirements.

After completing all of the mandatory requirements for the USDA Pathways program, the student must sign a service agreement to commit to becoming a full-time agency employee for at least 1 calendar year (12 months) for each school year (2 semesters, 4 quarters, or the equivalent) that the student was covered by the internship. If the student intern does not accept an APHIS employment offer, he or she must reimburse all financial assistance (scholarship) received under the Chester A. Gipson Internship Program. If the intern fails to serve the entire length of the mandatory APHIS employment period, the student must reimburse the agency a prorated share of the funds awarded.



## Application and Eligibility

Interested students must apply online via [www.usajobs.gov](http://www.usajobs.gov). Locate the announcement using the key words “Chester A. Gipson” in the search engine under the “Students and Recent Graduates” tab. Please note that you must have a USAJOBS account to apply. The announcement will open in the spring for approximately 1–2 weeks. All instructions in the job announcement must be followed in order to be considered. Upon entrance on duty, you must:

1. Be a U.S. citizen,
2. Be enrolled as a full-time student and/or accepted for enrollment in an accredited veterinary college or university with the United States—
  - a. Undergraduate applicants must have completed at least 2 years (60 semester hours or 90 quarter hours) of a 4-year pre-veterinary medicine or other biomedical science curriculum.
  - b. Graduate student applicants must have completed not more than 1 full academic year of study in veterinary medicine.
3. Be in good academic standing, and
4. Sign a Pathways Agreement, committing to:
  - a. Work for the agency during school breaks for a minimum of 640 hours prior to completion of studies.
  - b. Complete 40 hours of required training.
  - c. Meet with an assigned Mentor.
  - d. Participate in any on-boarding and orientation activities, as required.

## Required Documents

The online application system will prompt you to answer self-assessment questions and to submit the following:

1. Resume;
2. Transcripts for all completed college work to date;
3. Proof of current enrollment on a full-time basis and/or, if applicable, a letter of acceptance to veterinary school; and
4. A copy of your DD-214, if you are claiming Veterans’ Preference.

Additional supplemental information and documentation will be requested at a later date if you meet eligibility and initial application requirements.