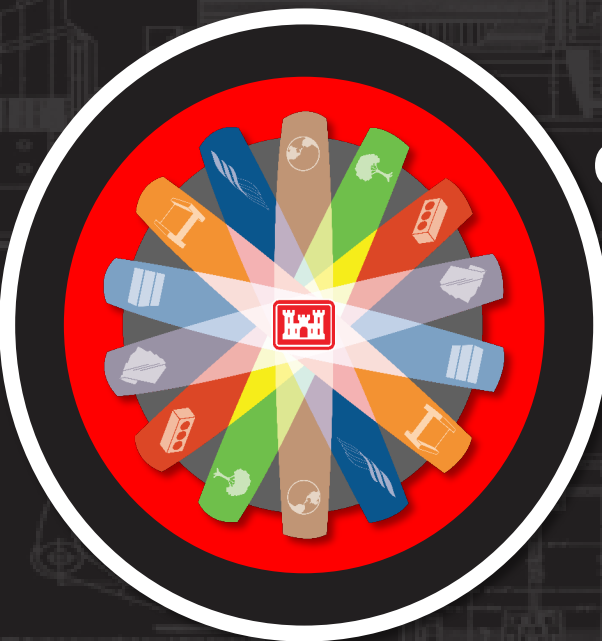




**CONNECTING
THE DOTS TO
INNOVATION**

ERDC STUDENT PROGRAMS

Speler Montgomery
Talent Acquisition Program Manager
Directorate of Human Capital (DHC)



September 2025



U.S. ARMY



US Army Corps
of Engineers®



ERDC
ENGINEER RESEARCH & DEVELOPMENT CENTER



About Me – Speler Montgomery



Education

- Mississippi College (2001)
- B.S. Mathematics
- Minor in Computer Science



Career

- Contract Student at Waterways Experiment Station (WES), Structures Lab (1993-1997)
- WES/ERDC Contractor (1997-2001)
- Mathematician in the Survivability Engineering Branch, Geotechnical & Structures Laboratory (GSL) (2001 – 2014)
- Chief, Scientific Software Branch, Information Technology Laboratory (ITL) (2014 -2019)
- Human Capital Officer, ITL (Feb 2019 – Jan 2021)
- DHC, ERDC Talent Acquisition Program Manager (Jan 2021 – Present)



STEM Outreach, Student Programs, Recruiting, New Hires/Integration

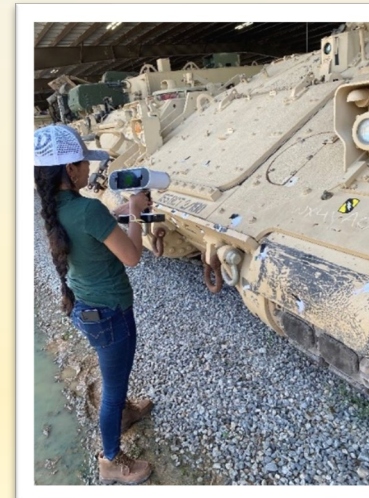
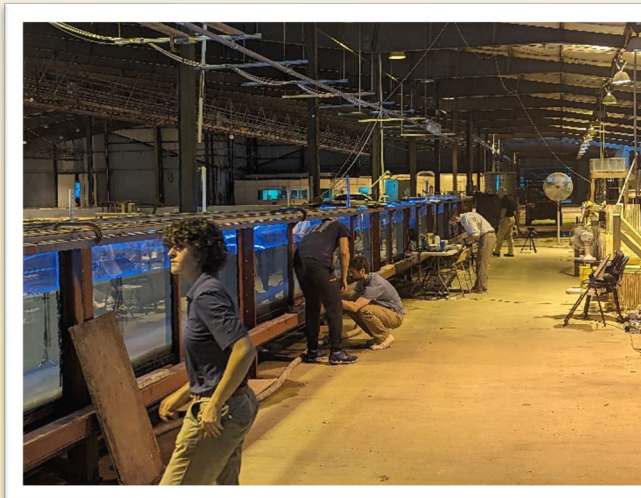
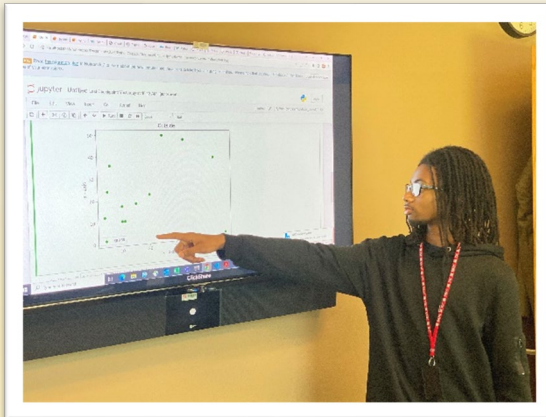




ERDC Student Program Vision

Provide real world experience to students solving tough environmental and engineering challenges that face the Corps of Engineers, the Army and the Nation.

- ❖ Students are actively engaged on real world R&D projects that inspire them to pursue and continue their Science, Technology, Engineering and Math (STEM) careers
- ❖ Upon graduation many students are ultimately hired by ERDC





Federal Student Employment Programs

- ❖ Science Technology, Engineering, and Mathematics (STEM) Student Employment Program (SSEP) (UG-PhD)
- ❖ Professional, Administrative, Assistant, Clerical and Technician Student Employment Program (PAACTSEP) (HS-PhD)

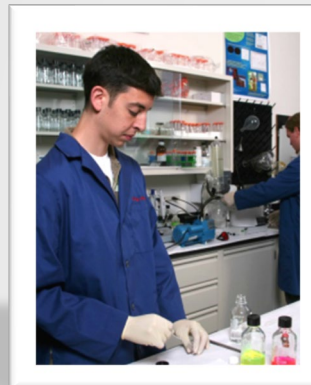


For consideration, you may apply by scanning the QR code above or email resumes, transcripts, and letters of good-standing to:

ERDCRecruitment@usace.army.mil

- ❖ Pathways Student Program (HS, BS, MS, PhD)

Apply through open vacancy announcements on [USAJOBS.gov](https://www.usajobs.gov)



- All Programs must maintain at least 2.5 cumulative GPA (above 3.0 GPA preferable)
- U.S. Citizenship Required



Scholarship for Service Programs



**Full
Tuition**



**Annual Stipend
\$30,000-\$46,000**



**Book & Health
Allowance**



**Summer
Internship**



**Experienced
Mentor**



**DoD
Employment**

****The SMART application portal opens August 1st and closes December 6th in 2024.****

❖ Science, Mathematics, And Research for Transformation (SMART) Scholarship Program (AS-PhD)

<https://www.smartscholarship.org>



❖ CyberCorps®: Scholarship for Service (SFS)

<https://www.sfs.opm.gov>

*Must attend an academic institution that participates in the program. Must apply through the academic institution's program.





Internship Programs



❖ Army Educational Outreach Program (**AEOP**)

- ❑ Internships (**HS, AS, BS**) *must be 16 or older
- ❑ Fellowships (**Postbaccalaureate, MS, PhD, Postdoctoral**)

<https://www.usaeop.com/internships-fellowships>



❖ Oak Ridge Institute for Science and Engineering (**ORISE**) (**HS-PhD**)

<https://orise.orau.gov/internships-fellowships/index.html>



❖ National Science Foundation – Mathematical Sciences Graduate Internship Program (**NSF–MSGI**) – (**PhD**)

<https://orise.orau.gov/nsf-msgi>





DoD HBCU/MI Summer Internship Research Program



- Continuous 10-week **onsite** laboratory experience to give HBCU/MI **undergraduate or graduate students** an opportunity to explore STEM career interests through a personal mentorship by a DoD STEM professional supported by the Office of the Under Secretary of Defense for Research and Engineering (OUSD(R&E)) and administered by the Department of the Army
- The Research Program provides a bridge between the classroom and real-world experiences and **aims to increase the number of underrepresented scientists and engineers throughout the DoD**
- Travel (to/from site) and Housing is provided by the program (May 29 – August 12, 2025)
- Biweekly stipend of **\$1,400** per week; must work 40 hours per week
- Dislocation payment of **\$800**
- Daily transportation is the intern's responsibility

Eligibility Requirements

- ✓ US Citizen (no dual citizenship)
- ✓ Currently attending an HBCU or MI
- ✓ Majoring in a STEM academic discipline or DoD relevant discipline
- ✓ 18 or older at the time of application
- ✓ Full-time student or recent graduate (December 2024 or later)
- ✓ GPA of 3.0 or higher on a 4.0 scale
- ✓ Federal ID like a REAL ID or valid US Passport
- ✓ Successful completion of a background investigation

Visit <https://www.dodhbcumiinternship.com> to apply.



Internship Timeline

- ❖ Applications: October 14, 2024, to January 12, 2025 (11:59 PM EDT)
- ❖ Phase 1: Eligibility Review: January 2025 to February 2025
- ❖ Phase 2: Mentor Selections: February 2025 to March 2025
- ❖ Phase 3: DoD Program Office Acceptance: February 2025 to April 2025
- ❖ Phase 4: Background Investigations: February 2025 to May 2025
- ❖ Intern Seminar: July 10, 2024, to July 11, 2024, in Arlington, VA
- ❖ Internship: May 27, 2025, to August 9, 2025

* Selected applicants must be able to participate for the entire appointment period of the internship program.



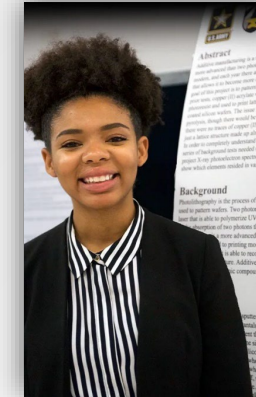
Army HBCU/MI Student Program for Army Research & Knowledge (SPARK)

- 10-week continuous **onsite** summer internship providing research opportunities to U.S. HBCU/MI **undergraduate and graduate students** majoring in STEM fields at Army laboratories within the Army's science and technology enterprise supported by the Assistant Secretary of the Army for Acquisition, Logistics and Technology (ASAALT)
- Travel (to/from site) and Housing is provided by the program (June 2 – August 8, 2025 or June 23 – August 29, 2025)
- Biweekly stipend of **\$1,000** per week; must work 40 hours per week
- Interns receive **\$250** dislocation amount
- Daily transportation is the intern's responsibility

Eligibility Requirements

- ✓ US Citizen (no dual citizenship)
- ✓ Currently attending an HBCU or MI
- ✓ Majoring in a STEM academic discipline or Army relevant discipline
- ✓ 18 or older at the time of application
- ✓ Full-time student or recent graduate (December 2024 or later)
- ✓ GPA of 2.75 or higher on a 4.0 scale
- ✓ Federal ID like a REAL ID or valid US Passport
- ✓ Successful completion of a background investigation

Visit <https://armyspark.com/> to apply.



Internship Timeline

- ❖ Applications: October 14, 2024, to January 12, 2025 (11:59 PM PST)
- ❖ Phase 1: Eligibility Review: January 12, 2025, to February 9, 2025
- ❖ Phase 2: Mentor Selections: February 10, 2025, to March 10, 2025
- ❖ Phase 3: Background Investigations: February 17, 2024, to May 23, 2024
- ❖ Intern Seminar: July 25, 2024, to July 26, 2024, in Crystal City
- ❖ Internship: June 2, 2025, to August 8, 2025 (Semester System Students)
June 23, 2025, to August 29, 2025 (Quarter System Students)

*** Selected applicants must be able to participate for the entire appointment period of the internship program.**

High Performance Computing Internship Program (HIP)



The **Department of Defense's (DoD) High Performance Computing Modernization Program (HPCMP) High-Performance Computing Internship Program (HIP)** develops the skills of future computational scientists and offers an opportunity for prospective DoD employees to experience defense-related research and development.

The HIP provides undergraduate and graduate students, majoring in science, technology, engineering, and mathematics (STEM) areas, internship opportunities to gain exposure to and experience with high-end computing (HEC) by working under the mentorship of scientists and engineers at DoD facilities across the nation.

Interns will be paired with DoD mentors for a 10-week on-site research experience.

"A HIP internship allows direct access to mentors with invaluable insight into the current challenges in aerodynamic research."

-Dylan Jude, PAST HIP INTERN

<https://orise.orau.gov/hpcmp/>

High Performance Computing Internship Program



Eligibility Requirements

- US Citizen & 18 yrs old at time of application
- Majoring in STEM discipline
- Full-time student or recent graduate
- Minimum cumulative GPA 3.0 or higher (4.0 scale)



Funding

- Monthly Stipend
- Travel (air/train) or reimbursement for mileage
- Housing provided and covered by program



Internship Location

- Locations vary but are typically in Mississippi, Maryland, Ohio, & California.
- Some opportunities are remote



Final Reporting

- Research paper
- Oral report

DATES

Applications Open

Early November 2024

<https://www.zintellect.com/Catalog>

Summer Research Program Dates

**May 2025
to August 2025**

THANK YOU!

Speler Montgomery

Talent Acquisition Program Manager

Directorate of Human Capital (DHC)

U.S. Army Engineer Research and Development Center

U.S. Army Corps of Engineers

Speler.T.Montgomery@usace.army.mil



U.S. ARMY



US Army Corps
of Engineers



ERDC
ENGINEER RESEARCH & DEVELOPMENT CENTER



Scan the QR code
with your phone for
instant access to
ERDC websites and
social media



It all starts here.



*Scan to begin
your career
journey with us!*

