

your employer of choice
Workload Assistance
Student Hiring Programs to the Rescue!!

Have you considered hiring a student through the Student Temporary Employment Program (STEP) and / or the Student Career Experience Program (SCEP)?

The STEP provides maximum flexibility to both students and Service managers because the nature of the work does not have to be related to the student's academic or career goals. The SCEP, however, provides work experience which is directly related to the student's academic program and career goals. Although SCEP students can be hired during the summer, they should not be considered "summer hires" because they hold developmental trainee positions in the administrative and professional series. Therefore, SCEP students can be noncompetitively converted to term, career, or career-conditional appointments following completion of their academic and work experience requirements.

The SCEP and STEP programs also benefits both Service managers and students in other ways. Specifically, Service managers can discover first-hand the abilities of a potential employee. In the case of SCEP, the Service can

bring well educated graduates into their workforce, while at the same time give managers the ability to evaluate the student's performance in real work situations. Students, on the other hand, can avail themselves of such flexibilities as year-round employment and flexible work schedules and assignments. Students in the SCEP gain exposure to public service while enhancing their educational goals and shaping their career choices.

Service managers may consider utilizing the student hiring programs for several reasons. Even in an era of downsizing, there is a continuing need to recruit and develop talented employees to support our mission, ensure that the Service can continue to meet its professional, technical, and administrative needs, and achieve a quality and diverse workforce. Appointments made under the Student Educational Employment Program authority can help the Service meet these needs.

For more information, managers should consult with the office responsible for the SCEP and STEP programs within their particular Region (the Division of Human Capital, Branch of Human Resources, or the Branch of Diversity and Civil Rights). The Federal regulations can be found at <http://www.opm.gov/employ/students>.

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June 2009



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