

# U.S. Fish and Wildlife Service

## Early Career Opportunities for Students



[Youth Conservation Corps \(YCC\)](#): Started in 1971, the YCC is a summer employment program for young people ages 15 – 18. Students are provided developmental opportunities focused on natural resource stewardship, conservation, creating positive community involvement and career exploration. The YCC program is a paid program that typically runs for 8 weeks from June to August. Applications for YCC crews will typically open in the late spring.

[Maintenance and Infrastructure Fellows Program \(MIFP\)](#): This fellowship provides paid opportunities to individuals interested in maintenance, engineering, architecture, facility operations, data analysis, climate change adaptation planning, hydrology, and geomorphology. Interns are required to have a high school diploma/GED, be between the ages of 17-30, and must be able to serve from 6-12 months in order to meet the requirements to receive a non-competitive hiring eligibility. Applications are accepted on a rolling basis, depending on location and need.

[Career Discovery Internship Program](#): Founded in 2008, the Career Discovery Internship Program (CDIP) provides paid summer internships to rising junior and sophomore college students interested in wildlife conservation careers through a partnership with U.S. Fish & Wildlife Service. Positions are available in a variety of field, which may include but not be limited to visitor services, education, and natural resource management.

[Directorate Fellows Program](#): The Directorate Fellows Program (DFP) is a 12-week paid fellowship program designed to attract highly talented and diverse Fellows within underrepresented communities. This program is open to rising undergraduate seniors and current graduate students wishing to pursue careers in wildlife biology, conservation, environmental education, geosciences, infrastructure, etc. Upon completion of this program, fellows receive Direct Hire Authority for all U.S. Department of Interior agencies. Applications for this opportunity typically opens in September/October.

[Pathways Program – Internship](#): The Pathways Internship Program is designed to provide students, from high school to graduate level, to experience opportunities within the Service and explore Federal careers while still in school and while getting paid for the work performed. Students who complete 640 qualifying hours of experience may be eligible for conversion to a permanent position within 120 days of the completion of the program. Applications are accepted on a rolling basis, depending on location and need. Typically, applications are open twice a year, once in the fall and once in the spring. The next batch of hiring announcements will go live on November 9<sup>th</sup> on USAJOBS and will be open for 5 days.

[Pathways Program – Recent Graduate](#): The Recent Graduate program provides developmental experiences in the Service with the intent to promote potential careers to individuals who have recently graduated from qualifying educational institutions or programs. Applicants must apply within two years of receiving a degree or technical certificate to be eligible for the program. Upon completion of a full year of service, Recent Graduates may be converted to a permanent position.

Our [careers and internships website](#) has a lot of great information on the different internship and fellowship opportunities we offer.

Students should also check out different [opportunities with our external partners](#). For many of these opportunities, if you complete 640 hours of service, you are eligible for non-competitive hiring status through the [Public Lands Corps Hiring Authority](#).