



SCEP & STEP

Putting the Student Experience Programs to Work for You!

Are you ready to join thousands of people just like you who have discovered the joy of working for wildlife?

The U.S. Fish and Wildlife Service (Service) offers you unparalleled experiences to conserve the nature of America on some of the most beautiful and awe-inspiring lands in our nation. From Alaska's tundra to Maine's rocky coastline, from the desert southwest to the prairies, our national wildlife refuges, fish hatcheries, wildlife management areas, ecological services field stations, and law enforcement offices offer opportunities for you to shape your future while working for conservation. We also offer job security and a great benefits package!

Sound good? Keep reading to learn more about opportunities for you to join the Service, an Employer of Choice, through the Student Career Experience Program (SCEP) or the Student Temporary Experience Program (STEP).

If you are interested in a flexible work schedule that can provide you with real-life experience conserving the nation's fish, wildlife, plants, and ecosystems upon which they depend, then the SCEP program is designed for you. The Student Career Experience Program (SCEP) is geared towards helping students achieve experiences related to their academic pursuits and endeavors. Whether you are interested in becoming a wildlife biologist, wildlife manager, an engineer, law enforcement officer, fishery biologist, or administrative careers in public affairs, information technology, human resources, or facility maintenance (just to name a few), the SCEP program provides students with potential job opportunities at any time of the academic year.

To be eligible for the SCEP, students must be:

- At least 16 years of age
- Enrolled or accepted for study leading to a degree, diploma, or certificate at an accredited high school, technical or vocational school
- A U.S. citizen
- Attending a two or four-year college or university, or
- Attending a graduate or professional school
- In good academic standing at their college or university
- Taking at least a half-time course load defined by their school

The SCEP program requires student trainees to have a formal written agreement and complete at least 640 hours of paid career-related work prior to completion of, or concurrently with, academic course requirements. In some cases, financial assistance, tuition assistance, and travel and transportation between the school and duty station may be provided. Most importantly, students in the SCEP gain exposure to public service while enhancing their educational goals and shaping their career choices.

Additional terrific features of the SCEP Program include: sick and annual leave, eligibility for health and life insurance, low or no cost housing, pay based on qualifications, and flexible work schedules. Upon graduation, students who meet qualification standards for a targeted position may be converted noncompetitively to a term, career or career-conditional appointment within the Service, or to a position in another Federal agency.

The Student Temporary Employment Program (STEP) is another option for job seekers interested in a Federal Government career. This program is designed for individuals who are interested in temporary employment and does not have to be related to your course of study. As a STEP employee, you can earn money while continuing your education, providing an opportunity for you to combine academic studies with on-the-job work experiences.

To Be Eligible for the STEP Program, students must be:

- In good academic standing with their academic institution
- At least 16 years old
- A.U.S. citizen
- Enrolled or accepted in a program of study leading to a degree, diploma, certificate, an accredited high school, technical or vocational school, a two or four-year college or university, and / or a graduate or professional school.

The STEP program provides job seekers with many advantages including up to one-year appointments which can be extended, health insurance eligibility, annual vacation eligibility, and eligibility to earn holiday and sick leave.

The U.S. Fish and Wildlife Service is the premier government agency dedicated to the conservation, protection, and enhancement of fish, wildlife and plants, and their habitats. It is the only agency in the federal government whose primary responsibility is management of these important natural resources for the American public. The Service also helps ensure a healthy environment for people through its work benefiting wildlife, and by providing opportunities for Americans to enjoy the outdoors and our shared natural heritage.

The Service is responsible for implementing and enforcing some of our Nation's most important environmental laws, such as the Endangered Species Act, Migratory Bird Treaty Act, Marine Mammal Protection.

The Service also manages the 96 million acre National Wildlife Refuge System, the world's preeminent system of public lands devoted to protection and conservation of fish and wildlife and their habitats. The more than 500 units of the Refuge System receive over 40 million visitors each year who participate in hunting, fishing, wildlife observation and photography, environmental education and interpretation, and other outdoor recreation activities. Within the Fisheries program, the Service operates

70 National Fish Hatcheries, which in conjunction with Fish Health Centers and Fish Technology Centers restore native aquatic populations, mitigate for fisheries lost as a result of federal water projects, and support recreational fisheries throughout the United States.

For more information, please contact your SCEP/STEP Program Coordinator.

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